

Officers' Call



Surface Detailing	46
Submarine Detailing	53
Aviation Detailing	56
Graduate Education	60
Engineering	62
AED/AMD	63
Metoc	64
Intelligence	65
Chaplain Corps	66
Medical	67
TAR (officer)	68
Fleet Support Admin	68
IP	69
HR	70
Cryptology	71
Public Affairs	71



Lt. j.g. Robert "R.J." Wackerman pilots a C-2 Greyhound, assigned to the "Providers" of Fleet Logistics Squadron Thirty (VRC-30), in preparation for landing at Naval Base Ventura County, Calif., during a routine logistics flight from Naval Air Station North Island. U.S. Navy photo by Photographer's Mate Airman Rebecca J. Moat

Captain's Corner

I've been in the Detailer's seat for a little over two months as I write this article, and I am extremely proud and honored to serve the Surface Force as PERS-41. We are so fortunate to have such a dedicated and professional community. I would like to congratulate all this year's Captain, Commander, and most recently, Lieutenant Commander selectees on achieving these significant career milestones. Every day I learn something new about our community that adds to this feeling of pride; for example, did you know that over 8,000 SWOs have earned a Masters degree by the time they make CDR?

I've met many of you already on trips to Mayport, Monterey, Newport, and San Diego and expect to hit all the fleet concentration areas within the year. Even though I've only been away from the Fleet for several months, I can't tell you enough how good it is to visit your ships and see Sailors at sea. Their training and dedication yielded the following contribution to Operation Iraqi Freedom:

- 800 Tomahawks fired
- 12 out of 13 SCUDs shot down with the help of AEGIS
- 913 NM of water space cleared of mines, 90 mines recovered, 11 mines destroyed
- Amphibious ships transported over 12,000 Marines and equipment
- MIO: over 1,480 queries delivered, 893 boardings conducted
- MSC: 16.5 million square feet of equipment transported, 185 million gallons of fuel transferred.

CONGRATULATIONS TO ALL OF YOU!

I look forward to the opportunity in the very near future to see and speak with many more of you. In the meantime, please continue to let us know how we can do things to better serve you so that you can better serve our Navy. We want to support you as you manage your career and set your personal goals in motion. We are here to also assist you as we all execute our CNO's 2003 goals for mentoring.

Major Command Board (17-21 NOV 03): One issue that continues to raise questions is the FITREP/Selection Board process. If you have questions about the overall process and what should or should not be included in FITREPs do not hesitate to ask anyone in PERS-41 for guidance or advice. We will continue to do our best to ensure the word is getting out. Also, all of you should have seen our selection board video that was distributed to all wardrooms. If your wardroom does not have a copy, your XO can contact us to ensure you receive one. It is an excellent tool for wardroom training.

We have been using the summer months to prepare for the next board season. As in the past, we will post eligibles for the Major Command (and other admin boards) on the web approximately two months before the board convenes. Additionally, in September we will begin scrubbing records to ensure all documentation is up to date. Each record will get multiple reviews to ensure your records are as up to date as possible. Officers promoted to commander

(vice selected) in FY 98 will receive their first look at the FY04 Major Command Screening Board held this November. Those officers selected below zone for Captain during the FY 04 Captain board will also be included in this group for their initial look for Major Command. Below is a list of things you can do in advance to prepare for the board:

- Provide PERS 41 A with good contact information. Even if you think your record is up to date, I ask that you email us in case we need to get in touch with you.
- Review your OSR and PSR and submit required changes.
- Ensure you have submitted a photo in your current pay grade.
- Send us a copy of your latest FITREP(O6's and O5's).
- Submit board correspondence to the Board President by November, 2003.

Selection Board Members Needed Many of you have had the opportunity to participate in an XO, CDR CMD, or MAJ CMD administrative selection board; however, we have many opportunities for Surface Captains to sit on other statutory and administrative boards. Board duration varies from several days to a month. All of these boards will shape the future of our Navy. The insight you will gain in how Fitness Reports are used and interpreted by selection boards is invaluable. Please contact us if you are interested in volunteering for this important duty.

Request for Picture and Biography In support of preparing future nomination packages, I request that you send me an updated copy of your picture and biography (either electronically or hard copy). I know we have made this request in our last *Link-Perspective*, but to be candid we have received minimal response. Thanks for your efforts in this regard; it helps me build better packages for you when the time comes for your next detail.

SEE YOU OUT IN THE FLEET.

PERS 411

Staff Update In our last update we noted that one officer is detailing all post-Department Head officers. That will change in October 2003 when a second officer joins the P-411 team and we will once again have two officers detailing post-Department Heads. The current post-Department Head detailer will take over detailing duties for post-Department Head officers with last names L through Z and the newly reporting post-Department Head detailer will take over detailing duties for post-Department Head officers with last names A through K. For those officers with last names A through K, please continue to work with the current post-Department Head detailer on your next assignment until the new detailer is firmly in the seat in Millington in October.

Lieutenant Commander CO/XO Lessons Learned PERS-41 recently transmitted a Lessons Learned message based on the results of the latest Lieutenant Commander Command/Executive Officer Afloat Screening Board, which adjourned on April 18, 2003

(COMNAVPERSCOM MILLINGTON TN//PERS41//251244ZJUN03). This message provides feedback regarding board trends and what board members look for in selecting officers from a very competitive group of records. The lessons learned from the most recent board do not differ much from those of previous messages – performance on Sea Duty is what counts at the Board! Those officers who stay the course at sea over all 3 looks stand the best chance of screening for LCDR Command, Executive Officer Afloat, or Executive Officer Special Mission.

The FY04 LCDR CO/XO Board will be held April 26-30, 2004.

Contact PERS-411 A/B Once you have reviewed the Lessons Learned message, please contact PERS-411 A/B by phone or email to discuss the specifics of your record. We observe all screening boards and can provide a more personalized review of your billet history and fitness reports, addressing your record's strengths as well as weaknesses. We will also discuss specific options for follow on assignment that will best enhance your record for future screening boards.

Record Maintenance If you were contacted during the last board season because of a record discrepancy (i.e. missing FITREPs, missing qualification, etc.), now is the time to check your permanent record and verify the updates were made. Board records are created for specific selection and screening boards - they are separate from permanent service records. Documentation submitted to selection or screening boards is NOT automatically forwarded to the permanent records branch. Take time now and verify that your record is complete by checking your OSR and PSR. If you do this now the only document you may be required to submit this fall will be your latest FITREP.

Lieutenant Commander CO/XO Slating: Nominally, officers are slated 12-15 months prior to arriving in their XO or XO-Special Mission tours - not 12-15 months prior to starting the training pipeline. Officers who are in the slating window will have their names posted on the P-411 website about a month prior to an upcoming slate along with the ships, billets, and locations to be slated. Duty preference cards are what we use to slate officers to their tours, whether they are submitted on line, by e-mail, or both.

It is important for officers to realize that a duty preference card should be tailored to the billets, ship types, and locations available in the slating window. Asking for a DDG in Mayport as your #1 choice when none are available in the slating window does the detailer no good – nor you.

Provide us with some flexibility in location, ship type, and billet and we will be better able to meet your desires in one or all of those categories. Also, please inform the detailer of any personal/family/health concerns, which may preclude you from being slated at a particular time and/or to a particular location. Officers in the slating window can expect to start the training pipeline and arrive in their tours immediately following the completion of their current tours.

Slating of Officers who Screen for XO Afloat/XO Special Mission on their Third Look

Officers who screen for Executive Officer Afloat or Executive Officer Special Mission on their 3rd look have stayed the course

over three boards and done all the community has asked of them to achieve this important career milestone. Many of these officers have done a third Department Head tour at sea or a very tough shore tour to maximize their chances of screening over three looks. For those officers who screen on their 3rd look, career timing often precludes a shore tour following the tour they are serving in at the time they screen.

Except in the most extreme of circumstances, officers who screen for LCDR Command/XO Afloat/XO Special Mission need to be in their LCDR Command, XO, or XO Special Mission tours before their first look for CDR Command or, at the very least, before their in-zone look for O-5. More often than not, these milestone selection boards are less than two years away for most 3rd look screeners. Officers who are not serving in their XO or XO Special Mission tours (or who have only been in the tour for a month or so), risk not selecting for CDR Command on their first look and/or O-5 during their in-zone look.

If an officer is coming up for his or her 3rd look for XO, and that officer's PRD is close to the time the Board meets, the detailer will be reluctant to place that officer under orders to a follow-on shore tour without knowing the results of the board.

For officers who screen for XO or XO-SM on their 3rd look, there is a good chance these officers will be slated on the May slate which is the first slate following the results of the XO Board. Each officer's circumstance is different so we urge you to engage early with the detailer before your 3rd look on a career plan, which will depend to a great degree on the results of the XO Board.

Bottom line – know your career timeline and where you have to be at what time.

Executive Officer "Special Mission" The Surface Warfare Commander's Conference recently approved a change in terminology from Executive Officer Non-Traditional (XO-NT) to Executive Officer Special Mission (XO-SM). This change in terminology brings the Surface Warfare Community in line with the terminology used in other communities and aligns with the current SWO terminology used for CO Special Mission.

Executive Officer Special Mission – New Billets The Surface Warfare Commander's Conference also approved slating XO-Special Mission Screened Officers to the Executive Officer positions in the new Mobile Security Units. The four Mobile Security Units (stood up in the wake of 9/11) are located in Rota, Norfolk, San Diego, and Guam. The first four Executive Officers will be reporting for duty within the next six months.

Come to Millington! We have selection board requirements throughout the year, and 1110 LTs and LCDRs are required on every board as Assistant Recorders. We also need CDRs and Captains to serve as Board members.

Watch the PERS-41 web page or call PERS-411 directly to discuss opportunities to participate. You will gain an insider's understanding of the selection and screening process and can gain valuable experience in understanding how YOUR fitness reports are read by selection boards. If you are traveling cross-country, consider a brief stop by NPC to visit with us in person.

Surface Junior Officer

Second Tour Division Officer Billets: The last two Perspective articles have covered the new Division Officer Sequencing Plan and SWOSDOC. This is also an exciting time and opportunity for officers rolling to their Second DIVO Tour. The following list is those billets available to Second Tour DIVOs:

CG	NAV, DCA, FCO, MPA, TRNG
DDG	NAV, DCA, FCO, TRNG
DD	NAV, DCA, TRNG, AUXO
FFG	NAV, DCA, AUX, TRNG
AGF	NAV, TRNG
LHA/LHD	AUXO, WEPS, FCO
LPD	NAV, TRNG, R-DIV, CICO
LSD	NAV, TRNG, MPA, CICO
LCC	NAV, ACICO, TRNG
CV/CVN	DIV WEPS, 1LT, CIC, AUX, EMO, ADCA
MCM/MHC	OPS
CDS	READINESS, TRNG
CPR	READINESS-SKEDS, AOPS, COMMO
MCMRON	OPS, READINESS-SKEDS, FPO
PC	OPS, WEPS
AOE	DCA, NAV, SAFETY, CICO
APS DETS	TLAM PLANNER
HSV	OPS
ATG	EXAMINER
MSF	OPS
MCMDIV	OPS, READINESS
APSRON	OPS, FPO
MPSRON	FPO

In addition to these great opportunities, the Division Officer Sequencing Plan allows officers several options, including the choices of remaining onboard for one single, long 36-month tour, rolling early after only 30-months onboard to shore duty or Department Head School (must accept SWOCP), or being guaranteed a 24-month second tour as an AEGIS Fire Control Officer or Training Officer after an 18-month first tour. (These tours increase to 39, 33, and 21-months, respectively, for those officers under the revised SWOSDOC program.)

The bottom line is that second tour officers bring experience, knowledge, and a seasoned attitude to wardrooms. We work closely with you to monitor your career path and give you that additional expertise that will make you a well-rounded Surface Warfare Officer.

Board Help Want to gain some inside experience as to how selection and screening boards work? Come to Millington and work on one! We have requirements year-round to provide board support, so if you're interested and your schedule supports, let your detailer know and we'll tell you what's available.

Qualifications Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment.

Communication Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn't find it) and e-mails/phone calls are

a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

Surface Placement

Several recent arrivals have corrected our short-term under-manning situation in the Surface Placement Branch. We're now fully manned and equipped to serve you better than ever!

First Tour Division Officers As a result of high accessions in FY03 and the transformation of SWOSDOC, most ships are experiencing very high numbers of first tour officers. We are working in close coordination with commands and PERS-412 to distribute any excess equitably. Please let us know via your LORTARP any JO manning issues. We are tracking billet-to-body very carefully to ensure you have the right number of JOs to execute our new SWO training objectives. We continue to receive outstanding feedback from ships who have turned this temporary over-manning condition into a mission-readiness force-multiplier. Please continue to share your lessons learned/best practices with your counterparts on the waterfront and with PERS-413.

Second Tour Division Officers The Placement Branch continues to work with PERS-412 to execute the transition of several division officer billets. DCA billets on FFG-7, CG-47 and DDG-51 class ships are now second tour billets. CICO billets on CG-47 and DDG-51 class ships are now first tour billets. ORDO billets on FFG-7 class ships are now first tour billets. If you have questions regarding execution of the transition for your ship, please contact your placement officer.

New Second Tour DIVO opportunity MPSRON Force Protection Officer billets have recently been opened up to second tour division officers. These challenging billets offer outstanding leadership opportunities, significant responsibility and lots of over-seas travel.

DOSP Fleet-ups Ships desiring to utilize one of the DOSP options to fleet-up a first-tour officer to a second-tour division officer billet should identify these nominees as early as possible. Identifying these fleet-ups 12 months prior to the PRD of the incumbent second-tour officer is a good rule of thumb. (Provided the officer in question is on track to qualify, there is no need for the nominee to have his/her SWO pin prior to being ID'd as a fleet-up.) Realize that 2nd tour DIVO slates are being worked constantly at PERS-41 and we're slating 1st tour officers to their 2nd tour jobs six to nine months ahead of their PRD. If your intention to fleet-up an officer is not made known to Placement prior to your 2nd tour billet being posted on the PERS-41 web site, our policy is to advertise the billet as being available. It will be filled by an officer who is part of that slate. Bottom line: work ahead of the problem and communicate your desires to your Placement Officer.

Communications The key to our business is effective two-way communication. Please send Placement your hot issues as they occur, don't wait to send it in a LORTARP. The most important thing is to get the issue to us so we can work with the detailer on a

solution if required. LORTARPs are still the best way to look at your wardroom manning as a whole and should be submitted two to three times a year. E-mail is preferred, but any format is fine. We default to responding via e-mail unless you request a different response method.

Our mission is to keep our commands fully manned with qualified and trained officers. Your input is invaluable and keeps us focused on the current command desires and needs. Keep those e-mails and phone calls coming!

Surface Nuclear

Greetings from Millington! We have enjoyed meeting with a number of SWO(N)s as we have traveled to the various Fleet Concentration Areas. If we haven't been to your ship yet, we are probably planning the visit right now. There will be another swing through all of the fleet concentration areas before the end of the year. A lot of the time we travel with the Center for Career Development, and they present an excellent Junior Officer brief. If you haven't seen their pitch, I would highly recommend you attend and find out more information about the opportunities both inside and outside of the Navy.

We have been getting some great questions as we travel around the country and we thought that we would highlight a couple in this issue of *Link-Perspective*. The first is about the new SWOSDOC plan and the second is about contacting the detailer as a junior officer.

SWOSDOC Transformation The revised path to SWO qualification consists of five prerequisites:

- performance at sea as a division officer
- completion of SWO PQS
- completion of at-sea curriculum
- qualification in SWO PQS-required watchstations, including Officer of the Deck (underway)
- completion of the three-week SWOSDOC course in Newport.

This path is required for all eligible officers seeking SWO qualification, including Limited Duty Officers and Chief Warrant Officers, reporting to their ships on or after January 1, 2003. Officers who have completed SWOSDOC, or are currently enrolled at SWOSDOC, do not need to complete the at-sea curriculum or return to SWOS for the revised course. SWOS transformation is a good news story for SWO(N)s. By streamlining the process and eliminating the upfront school at SWOS for division officers we are giving time back to the junior officers. A conservative estimate is that each JO will have an additional three months on their first division officer tour and another three months in their career (notional time for DIVO SWOSDOC was six months.)

When the Ensigns report aboard ships they shall be assigned a division and be fully engaged with duties and responsibilities as a Division Officer. A key element in their preparation as Surface Warfare Officers is the experience they'll gain leading and learning from the Sailors in their division.

Surface Warfare Officer PQS remains the cornerstone of the qualification process and continues to outline the core competencies we expect of all Surface Warriors. NETC, industry education specialists, and SWOS have jointly developed interactive com-

puter-based courseware to support the transformation of SWO fundamentals training from shore to sea. The courseware is unclassified and contains knowledge checks and tests to enable the officer and the Commanding Officer to determine progress toward completion.

On-the-job training and watchstation qualification continue as key elements on the road to SWO qualification. As always, Commanding Officers and wardrooms are expected to monitor officers' progress toward completion of these important milestones. Of note is the requirement for officers to qualify as Officer of the Deck (underway) prior to attending the SWO course in Newport.

Upon completion of the above elements, officers should be nearly ready for SWO qualification. With their Commanding Officers' recommendation, they are ready to attend the SWOSDOC course. Initial estimates are that officers will require from six to fifteen months to complete these qualification prerequisites. Commanding Officers will send officers to Newport armed with the experiences, knowledge, and skills they learned and earned on the ship and, once in Newport, they'll share those experiences and their knowledge with officers from around the fleet; at the same time, they'll benefit from that interaction and be challenged to learn even more.

The SWOSDOC course is not a test; it is an opportunity for officers to exchange sea duty experiences in a professional forum. When they return to their ships, Commanding Officers will challenge them to share that increase in knowledge and perspective with the wardroom. The responsibility to train officers, and the authority to qualify them, remains with the Commanding Officer. After officers return from Newport, and when the Commanding Officer is satisfied they meet the requirements for Surface Warfare, officers will then be qualified by the Commanding Officer.

For a SWO(N) this means a 21-month initial sea tour aboard a conventional ship (conventional JOs now get a 27-month initial JO DIVO tour) instead of an 18-month tour. This provides the JOs more time to hone their surface warfare skills after they qualify SWO. The ship benefits as well with more stability and experienced JOs for longer tours. Beyond the initial JO DIVO tour, all tour lengths stay the same, however, downstream timing to follow-on tours is expected to be better since there is another three-month savings.

Here are two notional timelines:

- SWO(N) pre-SWOS doc transformation
- YG02
- May – 2002 commission
- Jul02 - DEC02 —SWOS (six mo)
- Jan03 - Jun04 —DIVO Ship (18 mo)
- Aug04 - Sep05 —NPS/NPTU (12 mo)
- Oct05 - Oct07 —2007 CVN (24 mo)
- First shore tour Fall 2007...5.3 years
- SWO(N) with SWOS doc transformation
- YG03
- May – 2003 commission
- Jul03 - Mar05 DIVO Ship (21 mo)
- Apr05 - May06 NPS/NPTU (12 mo)
- Jun06 - Jun08 CVN (24 mo)
- First shore tour Summer 2008... five years

Contacting your detailer: It is never too early or too late to contact your detailer. As a junior officer just reporting to your first ship, you should contact him as soon as you have your new email address and phone number and then contact him again about a year into your tour to discuss Nuclear Power School dates. Nuclear Power School pipelines are run by the submarine community and the dates for the school can be found on the PERS-42 website.

For officers of all ranks, the nuclear detailer is still updating the contact database as he gets changes. If you have moved or changed jobs, drop him a line at p412n@persnet.navy.mil and he will update your address, email address, and phone numbers.

Sail Safe and have a Great Navy Day!

Surface LDO/CWO

A hearty congratulations to our newly announced O-4, O-5, and O-6 selectees. The competition this year continued to be extremely keen - and it gets tougher each year. Often the difference between FOS and selection comes down to a tiebreaker. With many records being so similar in sustained superior performance the difference may be another element listed on your OSR such as AQDs (special qualifications, i.e., SWO, OOD, TAO, EOOW, etc.), furthering education, or mobility. Call us for an honest assessment of what you need to do next.

A detailer's job is two-fold. Foremost, we try to ensure we get the right people in the right jobs. Secondly, we work as your career counselor, advising you on what we believe will be your best move toward reaching your goals. Ultimately, we want to achieve both with each detail.

Admin Corner

Negotiating Window The negotiating window for your next set of orders is 13-months prior to your PRD. When you call or email, I then review the slate and will offer you jobs that you are qualified for that are available from one month before up to three months after your PRD. An example is if your PRD is July of 2003, then you can call me in June 2002 and we will discuss billets that are available from June 2003 (one month before your PRD) until October 2003 (three months after your PRD). This allows more flexibility with your next assignment and more jobs can be offered.

Overseas duty We have some great overseas assignments that are very career-enhancing and offer a great opportunity for you and your family to experience different cultures. We have relatively few of these challenging assignments, and they need to be shared with all in our community. Back-to-back overseas assignments are not always possible. If you are in one of these assignments, be prepared to move at your PRD so one of our shipmates can have the opportunity to serve in one of these great assignments.

Deck/Operations/Ordnance/Security Corner

There has been some confusion lately concerning the term "penciled-in". Penciled-in is really a misnomer. "Penciled-in" means the billet is yours and is no longer advertised or offered to anyone else AND you have completed your orders negotiation and can no longer query/explore any other billets.

The steps to negotiating your orders are based on your PRD and include:

PRD minus 14-18 months: submit extension if desired
PRD minus 13-14 months: update duty preference
PRD minus 12 months: negotiate specific billets/penciled-in.

It is important for you to understand that when you contact your detailer, negotiate orders, and get penciled-in you are making a commitment for that specific billet and are not eligible to continue negotiating orders.

Due to an internal reorganization, I will be transferring the responsibility for detailing the Ordnance designators to the Electronics/Comms/ADP Detailer in October.

Surface Engineering/Repair Corner

Congratulations to our new CDR selects. We had nine of 12 Engineers selected to CDR during the FY04 CDR selection board. The selection rate for all Line LDOs was 58.02 percent. We earned a 75 percent selection rate. Proven factors determining promotion were: sustained superior performance at-sea, challenging jobs ashore, breaking out on fitness reports, and last but not least, Surface Warfare Officer qualification.

Sea/Shore Rotation There have been some questions raised with regard to post CHENG sea/shore duty rotations. Ideally, once an engineer has completed his CHENG tour, he/she should strive to obtain a challenging shore duty job such as INSURV or Afloat Training Group (two years) followed by a Repair or Staff Materiel tour (two years). This will better prepare the engineer for promotion and ultimately make them a better CHENG when they return to sea.

Electronics/Communications/ADP Corner

Consolidation of LDO and CWO Surface Communications (619/719) and Data Processing (642/742) into a single designator "Information Systems" 642/742 is close at hand. For updated information on the merger, visit the Community Manager's website. Following the merger, an additional detailer (619/642 LDO) will take on the responsibility for detailing the merged community in January 2004. I will continue to detail the EMOs (618/718). Additionally, I will assume the responsibility to detail the Ordnance LDO/CWOs (616/716) starting October this year.

There have been many queries about the re-designation selection boards that are held in May and November each year. I provide the numbers that we are willing to release for re-designation based on our current inventory and number of planned retirements and accessions in each designator. Refer to the appropriate NAVADMIN concerning requirements for submission of applications.

Special Warfare

Congratulations to all of our new LCDR, CDR and CAPT selects. We are beginning to start the upcoming season of selection boards. If you would like to gain an insider's understanding of the selection and screening process and valuable experience in understanding how your fitness reports are read by selection boards,

come to Millington and work on one! We have requirements year-round to provide board support, so if you're interested and your schedule supports, let me know. If you are traveling cross-country, consider a brief stop by NPC to visit in person.

Review your Records If you were contacted during the last board season because of a record discrepancy, now is the time to check your permanent record and verify that updates were made. Board records are created for specific selection and screening boards and is separate from permanent service records. Documentation submitted to selection or screening boards is NOT automatically forwarded to the permanent records branch.

If you have not already done so, set up your account and review your OSR/PSR - BUPERS online (www.bol.navy.mil). If you do this now the only document you may be required to submit this fall will be your latest FITREP.

Postgraduate Education/Fellowships We still have three Graduate Education Voucher (GEV) program quotas available for FY04 as well as opportunities at NPS and all of the service War Colleges. I encourage you to be proactive in your graduate education desires and research the information available from Pers-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me.

Billet Assignments There are many changes leading to challenging opportunities with billet growth throughout NSW. NWU4 will decommission in October and DET SOUTH will be stood up at NSWG2 to support the AO. In addition, there will be three to six new joint billets per command starting FY-04 at SOCPAC, SOCENT, SOEUR, JSOC and SOCOM. If you are interested in one of these theaters and would like to get a joint tour in, the opportunity is there.

Hard-fill Billets The following are current NSW hard-fill billets. We're looking for volunteers, so if you are up for orders and interested, please contact me.

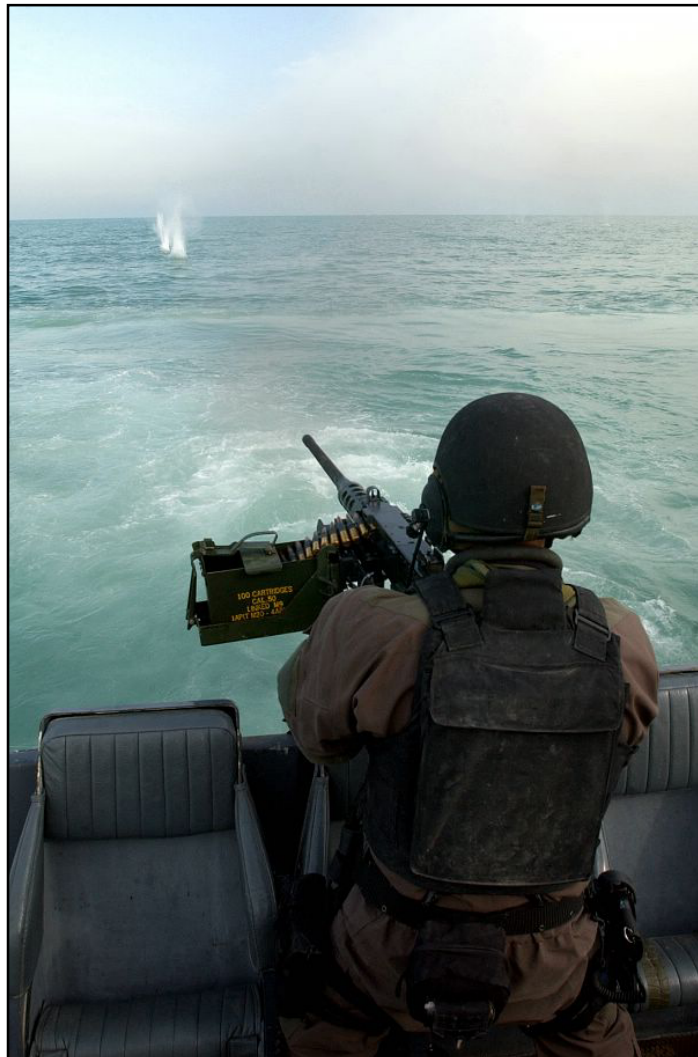
- USNA, Annapolis, MD, Company Officer: LT Immediate
- SOCSOUTH, Maritime Ops, PR/FL: 1 x CDR/LCDR Immediate
- SOCCENT, Staff Ops/Plans, FL: 1x LCDR Immediate
- SOCPAC, HI, Staff Ops/Plans: CDR/LCDR Immediate/0312
- SOCCENT FWD-Qatar, Staff Ops/Plans: LCDR (Post XO) 0312
- NSWU-1, Staff Ops/Plans, Guam: 1 x LT Immediate

Interested in becoming a SEAL Officer? If you are interested in a lateral transfer, check out our website for detailed information.

Keep in touch Our website is www.persnet.navy.mil/pers41/415/main.htm. Email is the best way to communicate with me so I can review and respond with educated responses. Please take the time on your email to update your POC information for our database. Good Hunting!

PERS-415, Naval Special Warfare Assignments
Phone: (901) 874-3911 DSN: 882-3911
FAX: (901) 874-2759
email: P415@persnet.navy.mil
SIPRNET: NPC415@persnet.navy.mil

Congratulations to our recent O-5 selects. The P416 web site has been recently updated to reflect officers who are eligible for promotion and screening through FY-04 and community billets. Now is the time to prepare for next year's screening boards! If you have not already done so, go to BUPERS online (www.bol.navy.mil), set up your account and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo at current rank, all fitness reports, awards and qualifications. Remember that your record is your responsibility and only you can ensure that it is complete. DO NOT wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening next year, contact me.



A Naval Special Warfare combatant-craft crewman fires his 50 caliber machine gun from a Rigid Hull Inflatable Boat (RHIB) while operating at a forward location. A RHIB is a high-speed, high-buoyancy, extreme-weather craft assigned the primary mission of ship-to-shore insertion/extraction of SEAL tactical elements. The RHIB is equipped with 50 caliber machine guns and supports Naval Special Warfare Operations. U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.

Special Operations

Due to constraints in officer throughput at NAVSCOLEOD, 119X officers awaiting class convening dates should anticipate a four to nine month PRD extension in FY-04.

In case you haven't heard, Explosive Ordnance Disposal Mobile Unit FOUR in Bahrain was commissioned in May 03 and tasked directly with support for COMFIFTHFLT and USNAVCENT.

As I look at the last statutory and administrative boards (read promotion and XO screenings for example) there is one unmistakable fact, performance matters and that competitive performance at sea matters most. When boards meet and get down to those last few selections, it is performance in challenging assignments that make the difference.

Starting with the October CDROM, we should see a change in minimum service for graduation from EOD School. The time required will now be three years from graduation date for officers.

Stay in touch. I can be reached at DSN 882-3910/3911; commercial 901-874-3910/3911; FAX (901) 874-2759 (Attn: P416).

REFERENCES:

- 1210-230 SPECOPS Officers
- 1212-010 Lat Transfer
- 1220-240 Disenrollment From Init Trng
- 1220-250 Requals for Diving, Demo, Parachuting
- 1131-020 Augmentation to Regular Navy

The following SPECOPS assignment opportunities are available:

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
EODTEU 2	CWO4	7480	EOD INST	0305
JSIVA	CAPT	1140	Team Chief	0306
EODMU 5	CWO3	7480	AOPS	0309
NSCT-1	LT	1140	OPSO	0401
CCDG-3	LCDR	1140	STAFF	0405
EODGRU 1	CDR	1140	OPSO	0403
DET CL	CWO3	7480	AOIC	0404
EODMU 5	LT	6480	R/T OFF	0405
PEP CANADA	LT	6480	OIC	0405
PEP FRANCE	LT	1140	STAFF	0405*
EODMU 5	LCDR	1140	OPSO	0405
EODMU 2	LCDR	1140	OPSO	0405
MDUS 2	LT	1140	OPSO	0405
COMLANTFLT	LCDR	1140	STAFF	0405
OPNAV	CDR	1140	N411D	0406
EODMU 11	LCDR	6480	R/T OFF	0406
PEP BELGIUM	LT	1140	STAFF	0407**
NOCRI	CDR	1140	STAFF	0407
NSWCD IH	CDR	1140	CSO	0408
EODMU 6 DET MP	CWO3	7480	OIC	0407
COM2NDFLT	CDR	1140	STAFF	0409
CCDG-8	LCDR	1140	STAFF	0409
NSSC ARL	LCDR	1140	DVG/SLV	0410
PEPUK	LT	6480	TRNG OFF	0410

** DLI required beginning in 0311 for 12 months.

* DLI required beginning in 0305 for six months.



Naval Special Warfare combatant-craft crewmen prepare to fire 50 caliber machine guns from their Rigid Hull Inflatable Boat (RHIB) while operating from a forward location. The RHIB's features include: high-speed, high-buoyancy and the ability to operate in extreme-weather conditions. It is used in support of SEAL and Naval Special Warfare operations. U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.



Submit Address Changes On-line at
[www.persnet.navy.mil/periodicals/link-](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)
[perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)

Captain's Corner

Screening Boards

Preparations for the FY-05 Screening and Selection Board season are well underway. The FY-05 Submarine Department Head and Submarine Major Command Screening Board will convene on December 2, 2003. YG98 officers will be eligible for Submarine Department Head screening. All those officers recently selected by the FY04 Captain Promotion Board will receive the first of three opportunities to screen for Submarine Major Command. If you are eligible for either of these boards, CHECK YOUR RECORD NOW! If you are unsure of your eligibility for a particular board, contact your detailer. If you are already screened for Department Head or Major Command, but not yet serving, your record still gets reviewed by the screening board to check for any dramatic changes in your performance.

We highly recommend that you review your Microfiche and OSR/ PSR to verify your record is complete. You can now review your OSR/PSR online at www.staynavy.navy.mil. If you check your record now and notice something missing from your microfiche or OSR/PSR (FITREP, award, graduate degree, etc.), you will have plenty of time to make the corrections before it becomes a crisis. Specific items to look for are:

- FITREP continuity on PSR
- All FITREPs on microfiche are readable and listed on PSR, especially your most recent regular report.
- Microfiche Photo is your current permanent rank
- OSR has an accurate listing of your completed college education in the Education box
- OSR/Microfiche lists correct number/type of awards in the Personal Decoration box
- OSR lists appropriate Additional Qualification Designators (AQDs) in the Special Qualification box

If you need to update your record with a missing FITREP or award, the detailers can take care of that for you directly. If you would like to submit third party correspondence to a selection or screening board, then a letter to the President of the Board, from you, would be in order.

If you wish to submit any third party correspondence to the board, then the eligible officer (officer on whose behalf the correspondence is written) must endorse any letters submitted in his name before these letters can be placed before the board. Ensure your letters to the board are addressed:

*President, FY05 Submarine Major Command Board
Commander, Navy Personnel Command (PERS-42)
5720 Integrity Drive
Millington, TN 38055-4200*

PERS 42 Relief

On August 1, 2003, CAPT Bill French relieved me as PERS 42 and N133. He is reporting from COMSUBRON 3 and comes to this job with a terrific background in submarines and personnel programs.

It has been an honor to serve the submarine force in the capacity of your head detailer for the past two years. It has been a dynamic time. I am proud to leave behind a force with record junior officer retention, a stable and attractive bonus package for our officers who work so hard to defend the country, and improved screening and detailing procedures.

PERS 42

FY04 CO/XO Screening Board

The FY-04 Submarine CO/XO Screening Board reported out on May 23, 2003. Congratulations to all those officers selected. As in past submarine screening boards, the number one ingredient for success was continued, documented strong performance, particularly while on sea duty, throughout your career. Some continuing themes for successful screening and promotion include:

- Breakouts in performance on FITNESS reports, regardless of assignment, are important. It's not the job that gets you screened, it's your performance in that job.
- Postgraduate degrees and Joint Education/Joint Tours can be a discriminator in the selection of the "most qualified" officers.
- Diversification of homeports, ship type, and tactical/professional concentrations continue to be important aspects of a well-rounded career.

Submarine support incentive pay

Submarine Support Incentive Pay (SSIP) is the new Critical Skills Retention Bonus applicable to submarine officers who possess critical submarine warfare skills necessary to support the Submarine Force. Navy leadership recognizes the valuable contribution that these officers provide to the submarine force, and is committed to retaining the right quantity and quality of these highly trained officers.

NAVADMIN 194/03 announced the start of the SSIP Program effective August 1, 2003. This program authorizes a bonus to sub-

marine officers (1120) who are continuing to provide support to the submarine force despite no longer being eligible for Nuclear Officer Incentive Pay (NOIP).

Interested individuals can submit applications for this program in the form of one, two, or three-year agreements for approval by PERS-42. After acceptance of your agreement, you will receive an annual bonus of \$10,000 for one-year agreements, \$11,000 for two-year agreements, and \$12,000 for three-year agreements.

For the specific program details, including eligibility requirements and sample application, visit the PERS-42 web site at <http://www.persnet.navy.mil/pers42>.

Further questions about SSIP should be directed to LT Jamie Getchius, PERS-421D, Special Pay Coordinator at DSN 882-3933 or william.getchius@navy.mil.

Battlegroup staff sub warfare officer billet opportunities

Listed below are several Battlegroup SUBOPS split tour billets that will be available in the future:

Sub Ops	CRUDESGRU Five	San Diego, CA	APR 04
Sub Ops	CARGRU Seven	San Diego, CA	AUG 04
Sub Ops	CARGRU Eight	Norfolk, VA	SEP 04
Sub Ops	CARGRU Six	Mayport, FL	NOV 04



Naval Station Norfolk, Va. — Sailors aboard the fast-attack submarine USS Montpelier (SSN 765) secure the lines to the pier in Norfolk. Montpelier is the last Norfolk-based submarine to return home from deployment in support of Operation Iraqi Freedom. U.S. Navy photo.

All of the SUBOPS billets involve a one to two-month training track en route, contact the Submarine Department Head Detailer, LCDR Paul Dinius, if you are interested in one of these assignments.

DESRON billet opportunity

The opportunity is only open to officers who are early in their year group to ensure no one is disadvantaged by starting their department head tour late. Contact the department head detailer, LCDR Paul Dinius (DSN 882-3932; paul.dinius@navy.mil) or the JO Shore Detailer, LT John Craddock (DSN 882-3943; john.craddock@navy.mil) to verify your eligibility. You should contact him as soon as possible, and preferably 12 months prior to your current PRD, since these assignments fill rapidly.

Department Head tours

The continuing effort to retain a high number of quality junior officers for their department head tours is paying off. Department Head tour lengths are projected to drop from the current average of 40 months to the nominal desired tour length of 36 months by early 2004. Some department heads will run longer than 36 months, yet many others will be relieved at their 36-month PRD or earlier. The normal detailing considerations of command employment, department head rotations, and personal/professional development will always drive the relief process.

SOAC dates

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
04010	31 OCT 03	02 APR 04
04020	09 JAN 04	28 MAY 04
04030	02 APR 04	20 AUG 04
04040	07 MAY 04	24 SEP 04
04050	02 JUL 04	19 NOV 04
04060	17 SEP 04	18 FEB 05

Graduate Education

Time to start planning for the future!

If you plan on getting your Masters degree on shore duty, get ahead of the game by completing your GRE or GMAT while still on the ship. Since the JO shore tour is only 24 months long, any delay in completing these prerequisites may jeopardize finishing your degree program before your rotation date. Your local Navy College office offers most of these exams free of charge, so utilize this resource.

The Navy and the Submarine Force have some great graduate education programs that are only waiting for you to apply. Top on the list is Navy Postgraduate School (NPGS) in Monterey, CA. This is a chance to do full time graduate study in one of the premier locations in the country. Curriculum varies from Political Science to Electrical Engineering with varying start dates throughout the year.

The application process is easy. Simply specify the program that you would like to study and let us determine your detaching timeframe to get you that program. If you are interested in a quota at NPGS, contact your detailee early to reserve a spot.

Another great deal for submarine officers to complete a Masters degree on shore duty is the Graduate Education Voucher (GEV) program. This program allows for an upwardly mobile submarine officer to receive up to \$20K a year to cover tuition and books while pursuing a Masters degree anywhere in the country. If you have questions about this program, check out the PERS-42 website or contact your detailee. There are a limited number of GEV quotas so reserve a spot today.

Changing Submarine/Nuclear Power LDO/CWO community

Submarine/Nuclear Power LDOs and CWOs are needed now more than ever to fill mid and senior leadership positions at sea.

Today's LDOs and CWOs experienced a set sea/shore rotation as enlisted sailors. Usually this rotation caused a sailor to spend 50 percent of his/her career on sea duty. Unfortunately, upon commissioning a few LDOs and CWOs have forgotten that officers, too, rotate to sea. Bypassing sea duty has put these officers at risk for promotion, since performance at sea carries a lot of weight with selection boards.

The Submarine and Surface Communities have provided senior at-sea leadership/operational billets to aspire to, in addition to some command billets. Now the LDO/CWO Community needs to uphold its end of the bargain by filling these critical afloat billets and excel-

ling in these jobs. Being selected for the next rank is based on future potential for employment and is not just a reward for previous accomplishments. Many of these employment opportunities are at sea, and the LDO/CWO community needs to remain at the forefront of leadership on the deck plates!

For the more senior LDOs/CWOs, your counsel, mentorship, and guidance are extremely important to help our junior and new accession personnel perform to their potential and enjoy what they do.

The Mustang focus has shifted to align better with the nuclear carrier demands, as well as submarine repair. Senior LDOs and CWOs need to instill a sea-going ethic in their new charges to ensure our community remains vital to the national defense.

JPME Phase I

An important milestone in any Naval Officer's career is the successful completion of Joint Professional Military Education (JPME). As witnessed in Operation Iraqi Freedom, combat operations are becoming ever more joint in nature, requiring officers who are properly-trained to operate in the joint environment.

The first step in the completion of JPME is JPME Phase I. JPME Phase I can be completed by attendance at one of the War Colleges, through the War College seminar courses, or through one of several non-resident courses. A highly-recommended alternative for those who are not able to attend one of the war colleges is the Air Force Command and Staff College non-resident course. The web link for more information on this excellent program is: www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm.



Lt. Ryan Hayes, a HH-60 Seahawk helicopter pilot assigned to the "Red Lions" of Helicopter Anti-Submarine Squadron Fifteen (HS-15), talks to rescue forces during a Combat Search and Rescue (CSAR) training mission in support of Desert Rescue XI at Naval Air Station (NAS) Fallon, Nev. The exercise simulates the rescue of downed aircrew behind enemy lines enabling other aircrews to perform CSAR related missions as well as experiment with new techniques in realistic scenarios. Desert Rescue XI is a joint service CSAR training exercise hosted by the Naval Strike and Warfare Center. U.S. Air Force photo by Tech. Sgt. Scott Reed.



CAPTAIN'S COMMENTS

Greetings from the "New Guy" in Millington! I look forward to working with the superstars who are here managing your community's manpower. I will do my best to keep up.

First, I want to take this opportunity to thank my predecessor for his tremendous efforts in guiding PERS 43 the last two years. His accomplishments will enhance the combat readiness of Naval Aviation well into the future. We wish him well in his new job in D.C. and know he will miss the Businessman Specials here at Auto Zone Park.

Over the next few months, I will be visiting the home bases of each warfare community to learn your issues and challenges. I look forward to meeting as many of you as I can. I encourage your interaction with the distribution process and look forward to hearing your concerns.

The FY-04 Aviation Major Command Screen Board meets October 20-24. Now is the time to take a look at your record and provide your detailer with any necessary correspondence.

The best way to access your record is via the web at www.staynavy.navy.mil. Specific items to focus on when reviewing your OSR/PSR are:

- FITREP continuity
- All appropriate additional qualification designators (AQDs) in the special qualification box
- The correct number / type of personal awards in the personal decorations box
- Ensure you have a service record photograph in your current rank

I strongly recommend you contact your detailer to provide current contact information, as he may need to get in touch with you when we conduct record reviews in September/October.

Again, I look forward to serving you as your Director of Aviation Officer Distribution. This is an exciting time to Fly Navy and there are plenty of opportunities for you on the team. Stay connected with your detailer and help us to help you to find the best assignment for you and our nation. Fly, Fight, Win.

CDR NOTES PERS 431

Greetings from the CDR shop, we are in the midst of another personnel turnover. By the time you read this, we will have changed TACAIR and VP/VQ detailers. We can no longer publish our names here in *LINK-Perspective*, but you can contact us through the links on our website at www.bupers.navy.mil/pers43/directory.htm.

We would like to focus this issue on aligning expectations with reality in Post Command Commander (PCC) detailing. We have about 165 initial Aviation CDR Commands. (The number varies depending on the Naval Recruiting District allocation). Command tours vary in length from 12 months to 18 months, depending on the Command. When tour lengths are factored in, Naval Aviation generates approximately 132 PCCs each year.

We have reviewed the number of billets that PERS 431 customarily fills with PCCs, and there are 202 of those billets. These PCC billets typically include sea duty, War College, OPNAV, BUPERS, NAVAIR and other Navy specific jobs, traditionally within the lifelines of the Navy. None of them are Joint Billets. The War Colleges give JPME credit, but none of the other jobs offer joint credit. The

length of the orders vary from one to three years depending on the type of orders (sea, shore or War College). After annualizing the requirements we determined that there are approximately 112 PCC billets to fill each year.

Having 112 Navy jobs to fill and generating 132 PCCs, leaves about 20 PCCs each year available to send to joint jobs. You should understand that when you roll out of your Command tour, your chances of going to a Navy job are very high. We will review your record and try to ensure that those who need joint credit get it, and those that have not been to War College get there. Timing and Navy requirements may prevent us from getting you Joint until after you complete a PCC Navy job.

Where are the Joint jobs? They are in DC, Norfolk, Miami, Tampa, Colorado Springs, Omaha, Europe, Hawaii, and Omaha. There are two types of Joint jobs: Joint Staff (JCS) and all the others (Joint Other). Why is this important? The law says that the individuals filling billets in Headquarters (OPNAV), the Joint Staff, and Joint Other must all promote at the same rate. The Navy has never met that criterion for O-6 promotion. The promotion rate for those assigned to Joint Other has lagged well behind the promotion rate for JCS and OPNAV. Since given that 99% of PCCs are promoted to O-6, we must populate the Joint Other billets with a higher percentage of Post Command Commanders. Either that or send fewer PCCs to OPNAV and JCS...figure the odds on that. Which Joint Command has the lowest manning level? STRATCOM in Omaha is manned well below all Joint Commands.

What does this mean for all you COs and XO's out there? Just before you contact one of us 12 months before you give up command, pull out this article and re-read it. Then you won't be surprised when we tell you that your next job will probably be a Navy job. If you need joint duty and your timing works, we will try to get you joint...this year expect Omaha to be highest on the list of available locations.

Next Issue: What to expect if you are a non-screened O-5.

HELO SEA PERS 432H

This will be my last Perspective article. It has been an interesting tour and I have completely enjoyed detailing bubbas to career-enhancing sea tours at the pointy end of the spear. My replacement is coming from his department head tour at HC-11 in San Diego. A few items of interest before I depart the pattern:

Those of you that were selected on the FY-04 LCDR selection board will need to submit a DH preference email to your community representative as soon as possible after the results of the board are posted. Your community representative's email addresses can be found on the PERS-43 page of the BUPERS website:

- HC – Helo Sea (PERS 432H) Detailer
- HM - HC / HM / TYCOMS / FASO / TACRON (PERS 433J) Placement
- HS – Helo Shore (PERS 432Q) Detailer
- HSL - HSL / HS (PERS 433I) Placement

The Second Sea Manning Plan (SSMP), approved in the summer of 2002, reduced the number of billets available to aviators for second sea tours. In the past, popular (read career enhancing) billets were oftentimes available within the nine-months from PRD

window. Currently, popular billets are rarely available inside the 12-months from PRD window. This has resulted in fewer choices for bubbas that wait too long to make the orders decision. Decide early in your 1st shore tour if you are staying or resigning. Once that major decision is made, the rest is easy. You will be going back to sea and because of that inevitability, why not make the tour something that you want to do. The best way to do that is to talk to your detailee early (NLT 15 months prior to PRD) and give him a realistic and finite preference.

The Expeditionary Strike Groups will be standing up over the next several years. Those staffs will have a HSL pilot billet in the operation department. This will be a great opportunity for those HSL bubbas that want staff experience on a staff equivalent to a CVBG.

The SSMP has expanded the opportunity for more helicopter pilots on the carrier. In the past, the majority of helicopter pilots were detailed to the gators. The loss of aviator gator billets has expanded the opportunity to send more folks to the carrier. With the CONOPS in full swing, those officers not normally exposed to the carrier will be able to gain invaluable experience if they are eventually headed for a HSC or HSM CVW squadron.

VAM/VAQ PERS 432K

I have thoroughly enjoyed representing the community JOs in my first seven months here at the Bureau. Sending a quick note on the future of the community as we see it and some observations for consideration by everyone thinking about his/her next milestone.

The EA-18G is coming. FY-09 is the target year to begin transition. That means that some of today's JOs will be the DHs manning the G squadrons. I say "some" because the DH opportunity will be reduced considerably for G squadron NFOs in the first few years, based on historical retention and the number of NFOs currently manning the fleet and the manning plan being proposed for the G squadrons. Meaning that "sustained superior performance" is more important than it has ever been, starting in the first JO tour and continuing to the first shore tour. These two tours are the most important in determining whether a DH slot will be offered.

A briefing has been given to the community leadership on our view of the future landscape. Talk to your front offices for details, then call or email us for milestone counseling.

We are here for you. So please continue to call or email us with your concerns/desires. We, in turn, will continue to give the most straightforward word we can, based on the best information we have at the time, so that you can make the most informed career decisions possible.

VAW/VRC PERS 432E

We are on the doorstep of the spring selection board season and the accuracy of your service record is important. Everyone should be familiar with the BUPERS online website as a tool for record review. It is your responsibility to review the accuracy of fitness reports, awards, and qualifications held on file. Feel free to contact me if you cannot access the site.

The community continues to make every effort to ensure that all officers recommended for a department head assignment are offered a squadron department head tour. Year group 99 and senior have been slated for DH assignment; contact me if you are unsure of your individual timing or available options.

For those who will or have exceeded their MSR and desire to

leave the service, resignation requests should be submitted to PERS-3 one year, but not less than nine months, prior to your desired resignation date.

The placement officer and I have converted to NMCI. For best results you should use the NMCI email address when contacting us. There have been no changes to our telephone or fax numbers.

Striving to provide quality service at reasonable prices!!

VF PERS 432G

Greetings "Big Fighter" Community, This is my first article as your Detailee and I would like to take a moment to express my thanks for the opportunities to serve you as your Detailee in the past few months to meet and talk to many of you, and it has been a pleasure. Over the last 14 years and five deployments in the Navy, I have had the opportunity to separate from the service after the completion of each set of orders. I have always chosen to stay due to two reasons: our mission, and the people I work with.

Obviously, my ultimate focus is to prioritize and combine the needs of the Navy with the career progression of the individual. Sometimes, they do not always align and as some of you have found out in the last few months, Big Navy will always take priority. Remember as Naval Officers, our priority must and always will be on sea duty: it is the embodiment of our mission and the Navy's commitment to our country. With that said, here is a look at potential orders for various roll groups:

First Shore Orders: For JO's rolling from their first Fleet tour, the opportunity for fast track flying jobs (i.e. FRS's, SFTI, NSAWC, TPS) will become more and more competitive over the next few months and through 2004, and it will take a strong EP to get these orders. Remember that your performance in your first tour will dictate where you go for shore duty. For you Oceana based JO's, the hard news is that the chances to stay in Virginia Beach after your first tour is almost non-existent. I am no longer detailing first tour JO's to VF-101. All roads for our community still lead through Lemoore as we transition to the Super Hornet. In addition, VFA-122 is becoming manned at an appropriate level and it will be very competitive to get these orders, especially for 1320's. If you do not go to the FRS, TPS or SFTI as an EP player you can also compete for NSAWC and VFC-13. If you leave your first tour with an MP you can expect to go to VT. VX-9, China Lake, VFC-12 are all pretty much full for the next year to year and a half. The good news is that once VFA-122, NSAWC and the VT's are manned at an appropriate level I can start looking at PEP, ONI, ROTC, etc. as other options for aircrew on a case-by-case basis. And, as is always the case in the detailing business, there will be exceptions to the rule, but expect them to be few and far between.

Because of the limited number of competitive billets I would like all JO's to contact me one year out from PRD with a "wish list" so that I can start putting the pieces of the puzzle together. As you approach your 6-month window to PRD and have your last competitive FITREP, we can talk more specifically about your future.

Second Sea Orders: If you have at least a year available for sea duty prior to your department head tour (rule of thumb is to start DH in your 11th year), anticipate a second sea tour. SFTIs can expect two-year squadron orders. Non-SFTIs may go one of three places: a carrier (as shooter, TAO, asst strike, or asst air ops), an air wing staff, or a flag staff (CCG or CCDG). Either route – SFTI or

non-SFTI – can be equally competitive towards promotion and command. In fact, the non-SFTI who does well in a carrier billet will get more recognition than the SFTI who breaks out in a squadron, all else being equal. As your detailer, you and I will look at your past record and decide where you need to go to keep you competitive for DH and command screen.

Post-second Sea Orders: If you have time before DH (again, rule of thumb is YG+11 to start DH), this tour is a chance to step out of the cockpit for a year or so and do something different. War College (Air Force, Army, or Marine Corps) is a good option. Also consider fellowships, internships, or serving as an admiral's aide. Do not expect to go back to 101, 122 or SWATS if you've already done a tour at one of those places. This tour is also a good opportunity to get a graduate degree in your spare time at the school of your choice, which the Navy will fully fund through the Graduate Education Voucher program.

Department Head: The importance of a DH tour cannot be overstated, since it is the tour that counts the most towards O-5 and command screen. There will again be a DH screen board this December for YG 93 with the slate coming out in January 2004. As I rack and stack records this fall it is important to ensure all your FITREPs are in. Those who don't do a DH tour can expect to go to a community hard fill, the TRACOM, a TACRON, VC-6, VC-8 or similar as a special mission DH.

Post-Department Head: If you haven't stepped out of the cockpit up to this point in your career, this is the time to do so. A competitive route is Navy War College to a joint job, or straight to a joint job, which are located all over the map - DC, Norfolk, Colorado Springs, Omaha, Europe, and Hawaii to name a few of the places. In some cases Post DH's can also expect to be used for a community hard fill such as OPNAV. Some general advice here is if you are a guy who has remained in one place for an extended period of time (ex. Oceana for five or so plus years) and in the cockpit, you are not helping your chances for command screen. Based on lessons learned from the last command screen board and looking at the future competitiveness of the next few screen groups, diversity and "doing the hard thing" will strengthen your overall record. Again, you and I will work on an individual basis and decide what you need to do to remain competitive for command based on past screen boards and your individual record.

In conclusion, if you ever have the chance to visit Millington, I strongly encourage you to do so and get a first-hand look at the detailing process and issues involved. Please feel free to contact me as often as you like with any concerns or questions. Remember that I am here as your advocate for your career.

Also, this may be the last individual VF Detailer article you may read. In the future, as we all become one big Strike Fighter Community (i.e. F-14, F/A-18C/E/F combined) you will probably see a combined article between myself, and the F/A-18 Detailer.

VFA P432F

Fellow Strike Fighter Aviators,

Howdy to all, new sheriff in town here, looking to "Serve and Protect" your professional needs. As most of you are aware, my predecessor has gone on to bigger and better things. He's done some excellent work for our community and I'll endeavor to carry

on in fine tradition.

In an effort to spread the wealth of knowledge and make everyone aware of the challenges we face in our community, here's a quick rundown of some of the issues with which we're currently dealing in the VFA manning world.

First Shore LTs: We currently don't have enough to go around and consequently our production sources stay consistently undermanned. By production sources, we mean the 4 FRSSs (106, 101, 125, 122), the SFWSSs, NSAWC, VX-9 or the TRACOM, all of which contribute to the manning and support of the VFA community. Due to shortfalls in the 96 and 97 year groups, this manning situation will continue to be a challenge. If you are a LT rolling to shore duty within the next year or so, you can expect to stay in the cockpit and roll to one of these activities at your PRD.

Second Sea: The efforts of previous detailers and placement officers have resulted in VFA finally being able to shoulder our community share of 2nd sea positions. There are numerous positions on a CVW staff, as an SFTI, on a BG staff or CV/N, all of which are clamoring for strike fighter knowledge and experience. If you are not wearing 0-4 at the end of your first shore tour PRD, you are probably a 2nd Sea player. We need you in the Fleet!

Department Head: We're getting ready to slate Screen Group. Some of you out there will be the first MMA Skippers! For the officers that are in your first VP tour, get every qualification possible so that you are competitive for the best shore duty orders. For the officers that are on shore duty and are considering "Staying Navy", make your decision early and call the sea detailer 15-18 months out to start talking options and career progression issues. The goal is get orders rolling nine to 12 months prior to PRD. Choose the most challenging SST billet, excel in it and HAVE FUN.

I've had a great time here in Millington getting to know many of you who are out in the fleet fighting the war. I look forward to joining you as I head to VP-9 for my DH tour. Please welcome the new shore detailer and good luck to the new sea VP detailer as he takes the sea desk. See you in the fleet!

VQ PERS 432U

The last few months have been exciting times for the VQ community. As we finish the recovery from surge operations, we can take pride in our participation in fleet wide operations. Every fleet staff, every carrier, most TACRONs and most afloat staffs continue to benefit from VQ representation. Not to mention VQ-1, VQ-2, VQ-3, VQ-4, VPU-1 and VPU-2 continue to conduct important operations across the globe. The fact that there is an ongoing effort to replace the EP-3E with a new SIGINT aircraft and the new MDS upgrade about to be delivered to the TACAMO community, highlights the Navy's desire to retain and continue to improve both VQ missions.

VQ along with the rest of Aviation has experienced unprecedented retention. With a larger pool of officers, finding and getting good jobs has become more difficult. In order to improve your chances on getting that job, talking to me early is a must. Just send me an email, with your new telephone number, as soon as you check in to your new command. Keeping the lines of communication open is very important.

Remember, Fly hard, Fly safe, and have fun. I look forward to hearing from you.

VS PERS 432S

The next Aviation Command Screen Board is scheduled to convene March 31, 2004. This board will look at Screen Groups 88, 89, 90, and 91. If you are up for this board, take a look at your record to make sure it is good to go. You can view your record online by visiting www.staynavy.navy.mil and following the links for officer records (which direct you to BUPERS Online). If you need to make changes or provide updates to your record, follow the directions in the FAQ. FITREP continuity is very important – you should have no FITREP gaps greater than 30 days from the start of your operational career (i.e. post TRACOM/FRS student FITREPs). You should also have a current officer photo in your record. In order to check whether or not you have a current photo, you have to order your record on microfiche. You can request your microfiche online at www.bupersaccess.navy.mil and it will be mailed to your command. Please take the time to verify that your record is ready for this important board.

Aviation LDO/CWO PERS 432M

EDUCATION! That word can make the difference in a promotion board. It is true that we as LDO/CWO's currently do not have to have any college education, but when everyone you compete against for promotion has sustained superior performance, education becomes a key breakout point that will separate you from the rest. Off-duty education will become increasingly important in the future, as education is certain to become a necessary part of our career progression. There are many college programs out there, from formal college classroom classes to on-line programs that fit the needs of deployers; education is available for all those who want it. Check with your Navy College Office to get started.

As my tour here at BUPERS comes to a close, I would like to take this opportunity to bid you farewell as your detailer. I will be departing this month for duty at COMNAVAIRLANT as the Ships Installation Officer. It has been two quick and busy years, but very rewarding and enjoyable. I have had the opportunity to meet many of you, or at least talked with you on the phone. It has been a real pleasure to work with such a fine group of professionals. To those of you who assisted me in making this a successful tour, I offer my sincere thanks and gratitude. If you ever have the opportunity to be the detailer, take it. It is a great job and well worth the effort!

My relief is onboard. Reporting from COMNAVAIRLANT, he has served aboard several carriers, the most recent one being the USS Eisenhower where he was the Aircraft Handling Officer. He brings to the job an abundance of fleet, as well as staff, experience. Please welcome him when you get the chance.

Aviation Notes

What's up with my education? There are many opportunities in the Navy to achieve your Masters Degree in various fields of study. For FY-04, Aviation has a total of 41 quotas to fill at Navy Post Graduate School. The curriculums range from Aerospace Engineering to Financial Management.

To learn which curriculums are available, contact the Aviation Schools Detailer (PERS 432D). If you're looking to get in the DC area and work on your Masters full-time, DC Intern at George Washington University is a great way to go. Aviation will have six quotas per year with classes starting in August. The next NAVADMIN

should be out in Nov for the Aug 04 class. For those going to a standard set of shore duty orders, the Graduate Education Voucher (GEV) program is an excellent opportunity. The GEV will pay 100 percent of cost up to \$20,000 per year for two years at any College or University of your choice. Under this program you will attend classes during off duty hours on a not to interfere basis with your primary duties.

The FY-04 GEV NAVADMIN will be out this fall. An excellent opportunity for anyone who wants to go to the Naval Academy would be the Company Officer Program. This is a 36-month tour where you will attend school full-time for the first year and receive your Masters Degree. For the last two years you will serve as a Company Officer. New on the horizon is the Executive Master of Business Administration (EMBA) program. Formally the Aviation EMBA, this program has two sessions starting this fall, one in Norfolk and one in San Diego. The program will be open to all URL Officers stationed in these locations that have at least 24 months remaining on their orders. Please refer to the Graduate Education Placement Officers (PERS 440B) article in this issue for additional information. If you require additional information on these graduate education opportunities, you can contact PERS 432D or PERS 440B.

OSR/PSR - You should make it a habit to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). At the very least, it should be checked prior to a promotion board. For FITREP corrections, call PERS 311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections, call DSN 882-3330/93.

JO Billet Web Site - The JO Billets website has undergone some changes in the last few months. We are no longer posting all of the billets that are available to the Aviation JOs, just the highest priority/hard-fill billets. Remember, high priority billets are listed as such for a reason. First, they fill the needs of the Navy. In addition, they can be career-enhancing for the member. If you'd like more information, or if you want to volunteer for one of the hard-fills, please contact your detailer.

Detailer Visits - The detailers go on several trips throughout the year, but they don't always make it to where you are. However, if you can make it to Millington, we'd like to encourage you to come by and meet with your detailer. During the meeting you can discuss PCS orders, future career options and review your record. Plus, while you're in town, you can also get some great Memphis barbecue. Call your detailer in advance to set up an appointment.

Boards - PERS 43 is always looking for volunteers for various selection boards held here in Millington. They provide a great opportunity to see how the process works and can better prepare you as a senior rater on evaluations and FITREPs. Contact our board representative at DSN 882-3955, COMM 901-874-3955 or send him an email at brian.helmer@navy.mil if you need more information or you're interested in volunteering.

FAQs - Don't forget to check out our Frequently Asked Questions section of the PERS 43 web site. There is already a wealth of information contained within the PERS 43 site, but if you have a question that you want answered, please send it to the web master at denise.williams@navy.mil. I'll direct your question to the appropriate person, who will respond directly to you and then we'll post the answer to the FAQ section.

GRADUATE EDUCATION

GRADUATE EDUCATION AND
SCHOLARSHIP PLACEMENT
PERS 440B

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested are advised to contact their detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, Continuous Learning Opportunities, Refresher and Transition Education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/
DSN 878-3093
www.nps.navy.mil

Specific degrees are:

MASTERS OF ARTS DEGREE: International Security, Civil-Military Relations and National Security Affairs.

MASTERS OF SCIENCE DEGREE: Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

ENGINEER DEGREE: Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer.

DOCTOR OF PHILOSOPHY: Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Physics,

Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering.

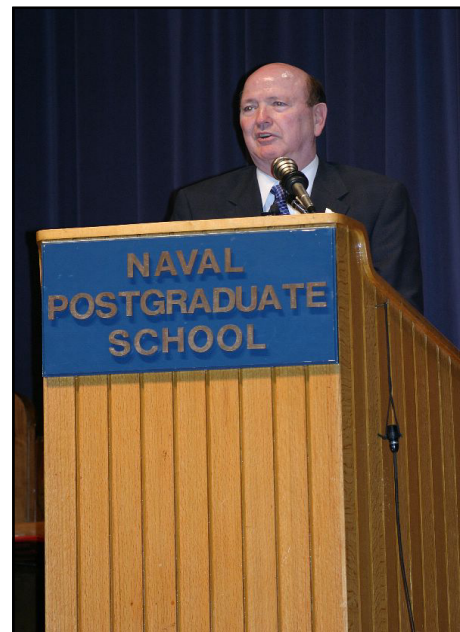
DOCTOR OF ENGINEERING: Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Education Voucher Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include tars) with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees: once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork the cornerstone of which is your Education Plan. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point addressed in the



Naval Postgraduate School, Monterey, Calif. — Officers at the Naval Postgraduate School were addressed by the Honorable Hansford T. Johnson, Acting Secretary of the Navy. "Transformation is a word that is overused these days. However, there is no other description we can apply to the positive things that are happening in our Navy," Johnson said. Photo by Javier B. Chagoya.

NAVADMIN, GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding.

MIT/Woods Hole Joint Master's Program

Each year the Navy's MIT/WHOI Joint Master's Program enables limited numbers of highly qualified officers to attend the MIT/WHOI Joint Master's Oceanography Program and earn a Master's Degree in Oceanography from these prestigious institutions. Graduates also receive the 6402 subspecialty code and can expect to fill subspecialty-coded billets in subsequent tours. Officers study full-time at MIT/WHOI in a 27-month program and receive full pay and allowances.

This program is looking for highly moti-

vated individuals with very high academic achievement to apply. This is a very competitive program and quotas are limited. However, the opportunity for selection has improved greatly with the development of a fellowship program between the Office of Naval Research and MIT/WHOI. In FY04 there will be a total of four quotas available for qualified students (those meeting MIT's admissions standards).

Successful candidates from the Unrestricted Line (URL) or Restricted Line Oceanography (180X) enter the program June of each year. The URL participants will be selected from the warfare specialist communities, specifically: 111X, 112X, 131X, and 132X based on projected 6402 (Operational Oceanography) subspecialty requirements for these designators. Newly commissioned officers, from the United States Naval Academy (USNA) and the Naval Reserve Officers Training Corps (NROTC) will also participate.

An Academic Profile Code (APC) of 012 or higher is recommended for this program. Your APC may be obtained from your detailer. Prospective applicants should contact their detailer and Commanding Officer to assess career-planning implications of the program and to gain concurrence on availability before requesting an application. All applicants must have completed the Graduate Record Examination (GRE) general test within the last five years. GRE scores of successful applicants have generally exceeded: verbal 650, quantitative 650, and analytical Writing 4.0. GRE results must be included in the MIT/WHOI application. Original application should be sent directly to MIT. A copy of the application, documentation of detailer concurrence (detailer's name, phone number and PhonCon date) as well as the Commanding Officer's concurrence to detach in time to report to MIT/WHOI in June 2004 must be sent to the office of the "Oceanography of the Navy (N096)". Selectees for the program will be notified in March 2004, allowing for minimal time for orders planning and preparation. All applicants should continue with standard career planning until notified of their selection for the program.

Interested Officers/Midshipmen must contact CDR Angel R. Rivera via phone (202-762-1016) or email (angel.rivera@navy.mil) NLT 01 December 2003 and provide the following information: a. Name b. Mailing address c. Voice and fax numbers (Comm and DSN) d. e-mail address. Applications must

be received by MIT, NLT 15 January 2004.

Application procedures are contained in OPNAVINST 1520.31A.

EXECUTIVE MBA (EMBA) PROGRAM

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policymaking, and change management to Unrestricted Line Officers (URL) who may not have the opportunity to attend the Naval Postgraduate School in Monterey CA.

The EMBA program is offered by the Naval Postgraduate School's Graduate School of Business and Public Policy. It is a 24-month, part-time program with students meeting once a week in their local area. There is a rigorous one-week introductory session at the beginning of the program where students are required to travel to the Naval Postgraduate School campus. The remainder of the course is taught using a hybrid of distance learning approaches. Upon successful completion of the program requirements, a student is awarded an Executive Master of Business Administration degree granted by the Naval Postgraduate School.

The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least five Officers per site enroll in the EMBA. The EMBA requires command sponsorship. To be considered for the EMBA program, an applicant must meet the following criteria:

- LCDR and above (exceptions made for Sr. LT)
- Department Head tour completed or middle-level management experience
- Undergraduate degree from an accredited four-year college or university

- APC of 245 (2.6 or greater GPA)
- Very strong potential for promotion

More information and application procedures on this program can be found at www.emba.nps.navy.mil or you can contact the EMBA Program Director at (831) 656-2755 (DSN 756), or emba@nps.navy.mil.

CD-ROM JPME PHASE I COURSE

JPME is an important milestone in an officer's professional development. To facilitate a greater opportunity for access to Joint education, Navy has established a memorandum of understanding with the Air Force to provide up to 300 additional Air Command and Staff college (ACSC) non-resident, JPME Phase I CD-ROM courses to Navy officers. The ACSC-course was previously available only to O-4 select and senior officers, but through this agreement is now available to Navy LT's as well. The ACSC non-resident course consists of 10 CD-ROM segments reinforced through reading materials, online exercises, and six multiple choice exams offered through Navy College sites.

The Air Force course provides a flexible, self-paced delivery method and an additional opportunity for the Fleet officer to obtain JPME Phase I now. The ACSC Course can be completed in as few as 10 months with 18 months maximum time permitted. Information and enrollment for the ACSC course can be obtained by contacting the ACSC distance learning department at (334) 953-7901/(800) 316-7042/DSN 493, or by going to the ACSC web page at www.acsc.maxwell.af.mil and clicking on distance learning. The Naval War College is also currently developing a self-paced CD-ROM based course with a maritime perspective. Questions may be directed to LCDR David Edgecomb at (703) 695-3616, DSN 225.

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Join the Engineering Duty Officer Community

Ever considered a career designing, acquiring, and building new classes of ships, submarines, and ship systems (weapons, navigation, communications, etc.)? How about working the life cycle management of the existing ship and submarine platforms? Are you interested in Diving and Salvage? If so, becoming an Engineering Duty (ED) Officer will get you there.

The Engineering Duty Officer Community has room for top performing LCDR's and junior to join the ranks. The ED community is not a direct accession community. Instead, ED's start their Navy career as URL officers. Officers with proven operational experience who desire to branch off into technical leadership jobs can apply for lateral transfer to ED (Desig 146X). ED's are valuable to the Navy because they bring their experience as ship and submarine operators to the design, construction, repair, maintenance, and overhaul of ships and systems.

As advocates for the URL communities who operate ships and submarines, ED's work alongside government civilians and contractors to ensure the most capable platform possible is ready for sea. As an ED Officer, you will have the opportunity to attend the Naval Postgraduate School or MIT.

If you have a warfare designation, a technical Bachelor's degree, and want to get a technical master's degree, then the Engi-

neering Duty Community is interested in making you part of the team.

If you want to learn more about the ED Community, then check out the ED Web site at www.persnet.navy.mil/edo/.

How do you become an Engineering Duty Officer? There are several ways to become an ED. URL Officers may request redesignation through the Lateral Transfer Board which meets each spring and fall. Midshipmen and Officer Candidates may select ED option at service selection from the Naval Academy and NROTC. ED Options can either start out as Surface or Submarine Officers.

After surface warfare ED option officers earn their SWO pin, they can execute their ED option, transfer to postgraduate school at their PRD and start their ED career. Submarine ED option officers earn their dolphins, execute their ED option, and transfer to postgraduate school after their JO tour.

The Submarine Officer will then serve as department head following PG school for a tour before starting their ED career. Another path to become an ED is through Officer Candidate School (OCS) as an OCS ED Option Officer. After OCS, the officer will first earn their warfare designation before executing their ED option and transferring to PG school at their PRD.

If you have any questions or would like to know more about these programs, contact LCDR Shannon Terhune, PERS-445D, at commercial (901) 874-3085, DSN 882-3085 or by e-mail at shannon.terhune@navy.mil.

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www.navycollege.navy.mil

Aerospace Engineering Duty Board Gouge Officer (AEDO)

Administration and your record:

Pay attention to your record! You and only you are responsible for “due diligence” (as the JAG’s like to say) in maintaining the currency and accuracy of your professional record. Whether you are readying your record for a statutory board or applying for an administrative board, the same general rules apply.

General Record Maintenance:

FITREP continuity- Ensure you have no gaps in your record greater than 90 days. Training command gaps where you received not observed reports are not an issue, but gaps greater than 90 days during observed FITREP periods certainly are. They show poor preparation by the officer and will leave the board members guessing as to what occurred during that time frame in your career.

Current photos- You must have a full-length photo in khakis showing your current rank in your permanent record. This omission will generally not keep your record from selection, but again it reflects on the professionalism of the officer under consideration.

Awards- Review your record to ensure all your awards and medals are contained in your record.

Command endorsements versus letters of recommendation- Know the difference! Endorsements come from those in your chain of command (i.e. CO, CAG, Commodore). These letters must include the words “first endorsement”, “second endorsement”, etc and are forwarded with your application. Letters of recommendation come from those outside your chain of command (i.e. – your former CO). Letters of recommendation may not be sent directly to the board, they must be sent via the member. Improper formats reflect poorly on the Command and the member. The board may reject improperly formatted letters.

Contact information- Ensure your detailer has a current email address and phone number for you at all times. If you are applying for an administrative board, ensure you provide contact information along with your application. This will help the board recorder to notify you that something is missing in your record and will allow you to submit updates to your record prior to commencement of the board.

Record corrections- Corrections submitted for administrative and statutory boards apply to that board only and do not become a part of your permanent record. You must also submit the changes through appropriate BUPERS channels.

Obligated service- If selected by a board, you may be obligated to serve for a specific period of time following training or Permanent Change of Station (PCS). Know your obligated service requirement prior to the board.

On a final note, take the time to get your self on a selection board either as a recorder or board member. You will gain valuable insight on the board selection process, will know how to write better FITREPS or FITREP submissions, and will know how to train the junior officers in your Command. To review your record on line, visit www.bol.navy.mil.

As always, if you would like to discuss your future in the AEDO community directly, please contact the new AEDO detailer, CDR Dan Cuff, at 901-874-4108 or via email at p446b@persnet.navy.mil. You may also contact our new O-6 Detailer and Senior Community Manager, CAPT Terry Merritt, at 301-757-8483 or via e-mail at MerrittTL@navair.navy.mil or our Community Manager, LCDR Tom Popp, at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil for additional career guidance.



Tim Hoffman, an aerospace engineer from Naval Aviation Systems Command (NAVAIRSYSCOM) Depot North Island, Calif., evaluates damage to a UH-1 “Huey” aboard USS Saipan (LHA 2) just off the coast of Kuwait. NAVAIRSYSCOM sent 52 volunteers to act as forward deployed in-service repair personnel providing Depot level maintenance during Operation Iraqi Freedom. U.S. Navy photo.

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Joint Duty/Education and the METOC Community

Joint duty experience is an important part of a Naval Officer's professional development. Since we routinely operate in Joint environments afloat and ashore, it is extremely important that we maintain an officer corps well-versed in Joint interoperability. Although you are not required to be eligible for selection for promotion to flag rank (we have a science and technology waiver), joint education and experience should be one of your career goals.

We currently have 18 Joint Coded billets. All of those billets are coded JD1 and provide joint credit over a 3 year period. JD1 billets do not require an officer to be designated as a Joint Service Officer (JSO) prior to fill. Our Joint Duty is available worldwide. There are five O-6 Joint billets: OSD (DC - rotational), HQ NIMA (DC), SACLANT (Norfolk), NATO Military Committee (Brussels - rotational) and National Defence University (DC). There are five O-5 Joint billets: PACOM (Hawaii), JCS (DC), USSTRATCOM (Omaha), JFCOM (Norfolk), and the SACLANT ASW Research Center (La Spezia). There are eight O-4 Joint billets: EUCOM (Stuttgart), CENTCOM (Tampa), NORTHCOM (Colorado Springs), USSTRATCOM (Omaha -3 billets), HQ NIMA (DC) and AF South (Naples).

For those officers desiring JSO designation, three steps are required: Joint Professional Military Education (JPME phase I and II), completion of a three-year Joint Tour, and formal board selection. JPME is available through several methods. Based on our Joint billet requirements, the METOC Community is allotted three annual War College quotas. Two Senior (O-5) quotas are available; one at National Defense University (NDU) in Washington, DC and one at Naval War College in Newport, RI. The junior (O-4) quota is available at the Naval War College. Additionally, many officers fulfill JPME requirements through correspondence and seminar programs. NDU satisfies both Phase I and II requirements; other programs only satisfy Phase I. Those officers requiring Phase II education through the Armed Forces Staff College (Norfolk) will normally be assigned to the college enroute to their Joint tour or will be sent from their Joint command after arrival.



Aerographer's Mate Airman Leonardo San Miguel of Brownsville, TX, measures the wind direction and speed with an Anemometer-Wind Vane from the roof of the Naval Pacific Meteorology and Oceanography Facility. U.S. Navy photo by Photographer's Mate 3rd Class Lamel J. Hinton

FY04 Board Schedule

For planning purposes, the Board Schedule for the upcoming fiscal year is as follows:

Board	Convening Date
PhD Board	02 Oct 03
Lat Xfer/Augmentation	12 Nov 03
METOC Command Screen	13 Nov 03
CAPT Line Active	13 Jan 04
Active LDO/CWO IP	21 Jan 04
CDR Line Active	18 Feb 04
LCDR Line Active	20 Apr 04
Lat Xfer/Augmentation	07 Jun 04

Promotion zones will be promulgated by NAVADMIN in December.

For those of you interested in serving as a member (CDR through CAPT) or assistant recorder (ENS through LCDR) during next year's boards, please send us an email or give us a call and we will place you on the potential nomination list for next year's boards.

Meteorology and Oceanography Career Opportunities

Attention Warfare Officers, are you looking for a career change? You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the lateral

transfer process. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010. Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year (see previous page for next year's schedule). Redesignation to the 1800 designator is currently open to YG96 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but not required:

- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

Quotas vary with each board, but on average we bring in eight to 12 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-801 NLT 60 days prior to the board. Applicants can visit the PERS-801 homepage for up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or Battle Group Staff, or contact the local METOC activity (see homepage below) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

Detailer's METOC Community Homepage is: (www.persnet.navy.mil/pers449).

Continuous improvement is our goal for the detailer web site and your constructive criticism, recommendations, and other feedback will allow us to continue to improve our site. Remember this homepage is intended to satisfy your wants and needs for commu-

nity information and career guidance.



Aerographer's Mate 3rd Class Timothy Dowd stands by to release a radiosonde attached to a weather balloon. A radiosonde is an instrument equipped with sensors to measure meteorological variables (pressure, temperature, humidity, etc.), and is fitted with a radio transmitter. U.S. Navy photo by Photographer's Mate 3rd Class Janell Blose.

INTELLIGENCE

INTELLIGENCE ASSIGNMENT/PLACEMENT
PERS 4411

Second Sea Duty Assignments

In a typical career, all 1630s are required to complete two sea duty tours prior to coming up for promotion to Commander: an initial 24-month sea tour as an ENS or LTJG and a 30-month second sea tour as a LT or LCDR. This second sea tour is set at 30 months to accommodate the expanding number of sea duty requirements and a growing demand by deploying Battle Groups for increased 1630 continuity. There are tremendous opportunities for Lieutenants eager to return to an afloat operational environment and assume increased responsibility in such assignments as CVW Targeteer, DESRON N2, or Numbered Fleet staffs. Lieutenant Commander sea duty assignments are equally rewarding and also afford officers tremendous leadership opportunities as mentors to junior officers and enlisted personnel. Assignments include: LHA/

LHD Ship's Intel Officer, Numbered Fleet staffs, CV/CVN Assistant Ship's Intel Officer, PHIBRON N2, CCG/CCDG Assistant Intel Officer, and CVW Intel Officer. In some cases, if an individual desires, he or she may have an opportunity to go to sea as both a Lieutenant and a Lieutenant Commander; however, this is not a requirement.

The fact that we have opportunities for officers to complete their 30-month second sea tour as either a Lieutenant or a Lieutenant Commander gives people more flexibility in planning their personal lives. Professionally, this option also provides 1630s more opportunities to pursue specific career goals. For example, if an officer wants to fill a Lieutenant Commander Attaché position, because of the extended en route training track, the timing often works

better if the officer completes Lieutenant vice Lieutenant Commander sea duty. When it comes time for promotion, successful performance in these sea duty assignments - not the pay grade - is the basis for an officer's promotion potential. All 1630's should work with the Detailer to complete their sea duty milestones at the earliest opportunity. Demonstrated superior performance at sea in a variety of billets should be the foundation of every Naval Intelligence Officers' career.

Have you updated your contact information recently?

Every Naval Intelligence Officer should provide PERS-4411 with his/her current phone number and unclassified e-mail address. Current contact information is critical in the selection board process, as PERS-4411 often has to contact Officers who are missing items in their service records.

Office Turnover

There has been a major personnel change in the PERS-4411 spaces this summer with new Detailers and Placement Officers onboard. Check the NPC Directory listing in this issue of *Link-Perspective* and update your contact files. New NMCI email addresses are also available, but can't be placed on line due to security reasons.

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CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

Negotiating your next assignment

You play a significant role in your assignment process. Please call your detailer when you are twelve months away from your PRD. Prior to your call, our office needs to receive your Officer Preference and Personal Information Card.

This card provides you a means of direct input to the assignment process. Per MILPERSMAN 1301-030, "The Assignment Officer reviews requirements and individual performance in an attempt to achieve optimum distribution, while considering career development and satisfaction of personal preference consistent with service needs."

You can find a copy of the Officer Preference Card in PDF format at: www.chaplain.navy.mil/Personnel/Detailer.asp

Please print out this form and fill it out completely. Then fax it to the detailer's office at (901)874-2865 / DSN 882. You may request a confirmation of receipt by providing a call back phone number or e-mail address on the cover sheet

For example, if your PRD is 0409 (Sep 04), you need to submit your duty preference information no later than Aug 03. When you call your detailer in Sep 03 to discuss your following assignment, we will use your preference card as a starting point in our discussions.

Those chaplains who desire Funded Graduate Education (FGE) or Pastoral Care Residency (PCR) need to indicate their interest in section 3 of their Duty Preference Card. LCDR and LCDR(sel) chaplains who will have no more than four years time in grade prior to graduation are eligible for these programs.

If you are not interested in being considered for these programs, please check the "PG training not desired" block in section three.

You are encouraged to submit a card at any time. A new card should be submitted when changes in postgraduate preference, marital or dependency status, members of household, current residence, or next duty preference occur.



Navy Chaplain, Lt. Jennifer Bowden reads a passage of scripture from the Bible, while Hull Technician 1st Class Kevin McGowan and his family stand by. Petty Officer McGowan's children were baptized aboard USS Frank Cable (AS 40) in a ceremony using the ship's bell. U.S. Navy photo by Journalist 3rd Class Jamie Arendes.

How to avoid common FITREP problems

Because we have recently finished another round of promotion boards, it is a good time to review the importance of your FITREP and synopsise common errors and oversights made by our constituents. The FITREP is the single most important personnel management tool. It documents your performance history from entry to separation and impacts all career decisions. Mid-term counseling is a significant part of the FITREP - seek constructive and meaningful feedback from your supervisor. It isn't necessary to wait for the formal counseling session - seek counseling early and often.

A poorly written FITREP is a problem. Take your time gathering information and drafting input. Providing little or no input,

or worse, the same input from your last FITREP makes you appear lazy and unconcerned about your career. Ensure that the FITREP is written with cause and effect statements. Describe what was done, how well it was done and how these efforts positively impacted mission accomplishment. Do not write the narrative portion as a job description, instead, describe how well you did your job. Performance is and always will be the key. Write to your audience. There are many sub-specialists within your Corps as well as line officers that will sit on your promotion board. Do not use technical jargon or get lost the technical language of your own profession.

Many of us are placed in position where

we are "1 of 1" on a fitness report. The reporting senior has the ability to rank you in the narrative portion of the fitness report, (i.e., "Ranks 1 of 5 of all Commanders, any designator, at this command"), such amplifying comments are extremely important. The items mentioned are but a few of the common mistakes. Writing a meaningful FITREP is part of your job as a naval officer. For more information or recommendations, contact your detailer.



Orthopedics Department Head Lt. Cmdr. Daniel J. Solomon performs exploratory surgery during an anterior cruciate ligament reconstruction procedure, as Hospital Corpsman 3rd Class Andrew S. Caldejon assists him in one of the hospital's operating rooms. Yokosuka's Orthopedics Department is providing medical support to forward-deployed forces of the U.S. Seventh Fleet and others serving in the Western Pacific. U.S. Navy photo by Tom Watanabe.

TAR (OFFICER)

TAR OFFICER DETAILING
PERS 4417

TAR Distribution Branch

Apply for the TAR designator: Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities. TAR URL officers have an opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our Detailer website at: www.persnet.navy.mil/pers4417/index.html.

Eligibility criteria and application procedures for redesignation can be found at the PERS 9 website: www.persnet.navy.mil/pers9/pers92/pers921/TAROCM.htm. Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes 6 Oct 2003. Call PERS 921 at 901-874-3482/ DSN 882-3482 with questions.

TAR Surface: Do you love the sea-going life of the Navy but want to have geographic diversity in shore assignments? Would you like shore command as a junior officer as well as the opportunity to command at sea? The Surface TAR community seeks Surface Warriors to make the transition. TARs maintain operational proficiency at sea and hold a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas as well as the many shore commands throughout the United States. A small, close-knit community of about 600 surface officers, TARs make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN

counterparts. Selection as a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil. A list of downstream Reserve Center Billets is now posted on our webpage: www.persnet.navy.mil/pers4417/index.html.

TAR Aviation: A great resource for most questions is our web site: www.persnet.navy.mil/pers4417/aviation.htm. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is P4417c@persnet.navy.mil or 901-874-4146.

TAR Aviation Maintenance Duty Officer: - The TAR AMDO Community is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact 901-874-4076, DSN 882.

TAR Fleet Support Officer/ TAR Officer Recruiter: POC is p4417i@persnet.navy.mil or (901) 874-4117.

TAR Intelligence: POC is 901-874-3993 or P4411C@persnet.navy.mil.

TAR Supply: POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation! This is a great way to learn more about the selection board process. Voting members and assistant recorders for statutory and administrative boards are needed throughout the year.

Take the mystery out of the selection process.

FLEET SUPPORT

FLEET SUPPORT ADMINISTRATION
PERS 4419

Fleet Support Administration

FY03 has been a transition year for the Fleet Support community as we made the necessary adjustments mandated by policy changes. The Major Command Review Policy Board met recently and established policy for future Major Command and 0-6 Command opportunity. The Board voted to reduce allocation of these billets to 2 in FY04, 1 in FY05 and 0 in FY06. This past June, N13 issued a Policy Decision Memorandum announcing the planned phase-out of command opportunity for FSOs at the 05 level. The impact of this PDM is that 05 commands will no longer be allocated to the FSO community for fill. Consequently, the Fleet Support community will no longer conduct 05 Command screening boards. Beginning in FY04, FSOs will no longer be given mandatory quotas to fill at the various service colleges (Navy War College Army, Air, NDU). In the future, attendance will be on a case-by-case basis. Information about Service Colleges can be found on the following webpage, www.bupers.navy.mil/pers-440.

Future Assignments

FSOs continue to fill 1000-coded and some select 1050 billets. Although command may not be possible for some of you, we still have a variety of challenging and diverse billets that need to be filled. I work closely with the Placement officers to find available 1000-coded billets that match the individual's skills and experience. Billets are currently available on the major staffs (OPNAV, COMLANT/PAC, JCS, STRATCOM), NATO commands, overseas and CONUS shore stations. Also, officers with a strong Human Resources (1200) or Information Professional (1600) background have been able to fill billets assigned to those communities. The bottom line is that opportunities for promotion and selection for special programs still exist.

Extensions

If you are considering extending or retouring at the same command, please notify me 12 months before your PRD so we can work with Placement to get your request approved. Once the billet is posted, especially if it's given to another URL community to fill, it will make it more difficult to get the extension request approved. MILPERSMAN Article 1306-124 provides further details on tour extensions and split tour requirements.

FSO Directory

I've received several requests for the FSO Directory. There have been a lot of changes to the directory due to PCS moves, lateral transfers, resignations and retirements. If you haven't updated your contact information in the past year I encourage you to call or email your updated information to p4419@persnet.navy.mil.

About the FSO Community:

Current end strength (238)

- FY-04 projected E/S is 189
- By FY-08 projected E/S is 62

Breakdown by rank:

- 3 Flag Officers
- 41 Captains
- 83 Commanders
- 105 Lieutenant Commanders
- 6 Lieutenants

I look forward to serving as your representative here at Navy Personnel Command.

CDR Laurell Brault, PERS 4419

Interested in C4ISR as a Career?

The Information Professional (IP) Community is a restricted line community that relies on lateral accessions to grow the Navy's experts in communications, computers, networks, surveillance and space systems. IP officers serve in challenging billets of increasing scope and responsibility both afloat and ashore over the course of a career. The sea-shore rotation includes assignment to sea billets on Strike Group Staffs and Ships at each grade. The majority of officers selected for the IP community will be warfare qualified and/or have strong operational backgrounds. They should have an Academic Profile Code (APC) that will support assignment to a technical postgraduate degree program.

The next Officer Transfer/Redesignation board convenes November 03. Questions about lateral transfer to the IP community may be directed to the IP Detailers or IP Officer Community Manager, at n131t@bupers.navy.mil, COMM: (703)693-3877 OR DSN: 223-3877.

IP SUMMIT II

The IP Community recently completed its second summit bringing together 180 Information Professionals and 90 external stakeholders to align the communities Sea Power 21 efforts and develop action plans for near term initiatives. The CNO and CFFC reiterated the importance of a strong IP Community.

The theme of the conference was:

- REALIZING THE INFORMATION POWER ADVANTAGE:
- Shaping Information Warriors
- Exploiting Organizational and Technical Expertise
- Leading the FORCE in FORCENET

The IP QUALIFICATION PROCESS was unveiled. There are three distinct qualification levels, timelines for completion:

- BASIC - six months after accession
- INTERMEDIATE - three years (required for Milestone)
- ADVANCED - Prior to 06 selection

Pilot Groups were chartered to continue work after the summit on development of a Community Strategic Plan, IP Certification, Education and Training, CSG/ESG Knowledge Management, Information Operations, IP NMETLS, Fleet E-mail Optimization, Joint/Coalition Networks and Innovation.

IP Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board will convene October 14-17, 2003. This board will consider officers selected for CAPT, CDR or LCDR in FY01, 02 or 03. Officers "in the bank" and not yet detailed to a milestone tour will be reviewed for sustained superior performance.

Assignment to IP Milestone sea billets is done through a community flag officer approved slating process. Detailers take into account officer desires, planned rotation date, and career perfor-

mance in balance with the needs of the Navy. IP's need to plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look. After milestone screening, IP's should provide the detailer with desired billet/ship type & homeport priority to facilitate quarterly development of the Sea Slate. Correspondence to the board should be addressed as follows: President of the IP CAPT/CDR/LCDR Milestone Screen Board; Bldg. 769, Wood Hall, 5720 Integrity Drive, Millington, TN 38055-3110.

CAPTAIN AFLOAT MILESTONE Billets:

- CSG N6, Nr'd Flt CDR N6

COMMANDER AFLOAT MILESTONE Billets:

- CSG Deputy N6/Knowledge Mgrs, ESG N6, Nr'd Flt BRCH HD,
- CV CSO, LHA C51

LCDR AFLOAT MILESTONE Billets:

- CSG COMMO, CV/LHD CSIO (Info System Br Hds)

JOINT EDUCATION

A few IP FY04 JPME Quotas are still open as indicated below:

- NWC JR (NOV '03)
- Army JR (Jun '04)
- USMC JR (Aug '04)
- ICAF (Jul '04)

For additional information visit us on the Internet at:

www.persnet.navy.mil/pers440/index.html

IP Shore Billet Assignment Priority Fills

CAPT

- US STRATCOM--J6 CH PLN & ARCH DIV--OMAHA, NE
- SPAWARSSCOM PMO--DEP DPJ MGR/DEP COMM--SAN DIEGO, CA
- JOINT MILSATCOM PMO--DEP DPJ MGR--LOS ANGELES, CA

COMMANDER

- SPAWARSSCOM PMO--MJR DPJ FE/ADV CONCEPT--SAN DIEGO, CA
- NNSOC--NETWORK OPERATIONS--DAHLGREN, VA

LIEUTENANT COMMANDER

- USCINCENT-MACDILL--J6 EXEC ASST--TAMPA, FL
- OPNAV--HEAD INFO ASSURANCE--WASH DC
- NCTS SICILY--INFO SYS/GBS OPS OFF--SICILY, ITALY
- SPAWAR ITC--ADP PLANNER--NEW ORLEANS, LA

Additional IP Assignments can be reviewed at the IP Marketplace at:

www.bupers.navy.mil/pers4420/ipjobsearch.html

IP's on the WEB

IP Officers should now be registered in Navy Knowledge Online (NKO) (www.nko.navy.mil) and have updated their profiles to select "IP Officers" as "My Center".

IP's who have not yet completed the Job Task Analysis Survey need to log on to www.navyskills.net/registration to help complete generation of the community 5 Vector Model and stand-up of the IP Basic Course.

HUMAN RESOURCES

HUMAN RESOURCES ASSIGNMENT
PERS 4421

From the Community Manager

Greetings, from your new Community Manager, CAPT Cynthia Miller. These are exciting times for our community. I look forward to serving you and keeping you abreast of changes and progress. Congratulations to our new Captains, Commanders, and Lieutenant Commanders! A hearty welcome to our new lateral transfers! Please see our HR website (www.persnet.navy.mil/hr/) for more information regarding selection statistics. Strong leadership tours, subspecialty development through education and experience, and challenging HR staff jobs are key for promotion opportunity.

Over a dozen officers have attained HR Certification by passing HRCI's (Human Resources Certification Institute) examination. For more information regarding certification, please see www.hrci.org. I will provide copies of the SHRM learning system as funding permits, please e-mail LT Simonson at John.J.Simonson@navy.mil if interested.

Exam preparation seminars and college classes can be funded through Tuition Assistance at your local Navy college office. Those who become certified as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) will receive new Additional Qualification Designation Codes (RA1 or RA2). Once you have passed the exam, fax a copy of your certification to CDR Janac, the Junior HR Detailer; she will enter the AQDs in your record.

Our HR Indoctrination course was well attended and we will continue to offer this week-long class throughout the year at various locations. The class covers an overview of Manpower Systems, Operations Analysis, and the HR community. Our website will post dates and locations as available. Email LT Simonson if you desire a quota.

To find out more HR info visit:

www.persnet.navy.mil/hr/index.asp

Captains and Commanders, I need your help! Please go to the HR Community Connection website, which can be accessed at www.persnet.navy.mil/hr/ and volunteer to mentor our much-deserving Junior Officers. All HRs are encouraged to visit and utilize our HR Community Connection website. Valuable and current information awaits your review. Please post questions and discussion topics of interest to you!

Please do not hesitate to email me at Cynthia.Miller@navy.mil or call (703) 697-8761 (comm) 227-8761 (DSN). "ACCELERATE YOUR LIFE!"

From the Head Detailer

The next promotion season is right around the corner so now is a good time to update your record by logging into Bupers Online for your Performance Summary Record (PSR). Order your microfiche to see all the documents in your official record. Items to review/update include:

- Photo in current rank
- Continuity of fitreps
- Accurate data extracted from your fitreps to the PSR matrix (traits, promotion recommendations, etc.)
- AQDs for leadership milestones (DIVO, DH, etc.) and other qualifications (see the Manual of Navy Officer Manpower and Personnel)
- Qualifications, NAVPERS 15839I, Vol 2). Requests for AQDs should include documentation (fitreps, transcripts).

Subspecialty codes for graduate education/experience. See www.bupers.navy.mil/pers440/. Submit subspec requests to Ms. Bullard, PERS 440E. Mail or fax to Human Resources Detailer, Navy Personnel Command, PERS 4421, 5720 Integrity Drive, Millington, TN 38055-4421. Fax 901-874-2676/DSN 882-2676.

Human Resources Community Website



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Information Warfare Qualifications

NAVOP 007/02 established Information Warfare as a primary warfare area. Further, MILPERSMAN 1210-210 delineates the requirements to attain the IW Additional Qualification Designation (AQD). The instruction is very clear, but specific to the Cryptologic Community, the qualifications go like this:

- BI1 – IW Qualified Officer: Complete NCOBC (CDOC), and serve at least 1 year in a billet where Information Warfare experience is acquired.
- BI2 – IW Operator/Planner: BI1 + a year or more in a midgrade IW-related billet such as on a Fleet, Numbered Fleet or Battle Group Staff, NIWA, FIWC, NSG Field site or NSA.

- BI3 – Technical Expert: BI1 + Post Graduate degree in an IW-related curriculum and the completion of a second tour in IW. IW related curriculum include Information Warfare, Electrical Engineering, Computer Science and Space Operations/Engineering.
- BI4 – Qualified Operational Commander: BI2 or BI3 + a successful tour as an IW Commander on a Fleet or Battle Group Staff, or a sea/shore or Joint assignment as the Commanding Officer / Director in an IW billet.

When qualifications have been met, recommendations for entry of the appropriate AQD's are forwarded from the Commanding Officer to COMNAVSECGRU N9. Once approved by CNSG, NPC will enter the codes in the Officer's master file.

SUPPLY

SUPPLY
PERS 4412

Supply Corp Mentoring Program

One of the most important roles that we play as Supply Corps Officers is the counseling of our junior officers through the various stages of their careers. The guidance that a senior officer provides to junior officers can be vital in their decision-making and is an investment in the future of the Supply Corps. To aid in this process, the Supply Corps Mentoring Program was established.

The program's goal is to ensure every junior Supply Corps officer in the ranks of Ensign through Lieutenant (protégés) has a senior officer they can go to for mentoring and advice. By providing a senior mentor to every junior officer, the mentoring program will facilitate individual personal and professional growth by sharing the knowledge and insights that have been learned through the years. To date, over 1500 junior officers have been assigned a mentor, and over the last several months, these assignments were distributed to all mentors.

Mentoring is a strategy for comprehensive growth and development. Protégés should request insight from their mentors on professional decisions they made which may have led to their mentor's success.

A protégé should understand that there is no one path to a successful career and that mentors will provide advice based on their perspectives and experiences within the Supply Corps. Protégés should feel free to develop other naturally occurring mentoring relationships with other officers.

The formal mentoring process is not meant to preclude officers from establishing other informal mentoring relationships, nor is it intended to eliminate any informal mentoring relationships previously established. The formal mentoring program is intended to make senior officers available to every junior officer for career and personal advice. All Supply Corps Captains have been sent their

list of protégés, and Captain selects can expect their list of protégés as new Supply Corps officers graduate from BQC and/or as other protégé are reassigned as their mentors retire. All mentors are expected to make initial contact with their protégé and OP will assist in this process by providing the most recent contact information.

Mentors should expect to assist their protégés with developing career objectives. Ultimately, career decisions made by an officer falls solely on that individual; however, these decisions can be influenced by the experience and wisdom of a senior mentor which is the benefit of our Mentoring Program.

Mentors are expected to retain a mentoring relationship with their protégés after assignments are received. It is understood that not all formal mentoring pairings will be an ideal relationship; therefore, a protégé can be reassigned to another mentor at the request of the protégé or at the mentor's request. This is our 'no fault' agreement to re-assign a protégé with no questions asked.

Protégés should expect to receive direction for personal and career growth, clarification regarding career goals, and information about the future developments within our community. These elements of the mentoring program are predicated on open dialogue between protégé and mentor.

In order to facilitate the mentoring relationship, it is recommended that each protégé provide their mentors with their career history, career goals and objectives. Providing a copy of one's Officer's Data Card (ODC) is a good place to start.

The mentoring program is intended to shape the future leaders within our community. If you are a Supply Corps Captain and have questions regarding your protégés list, or are a Supply Corps Lieutenant or below and have not been contacted by your mentor, please contact LCDR M. L. Hill, the Supply Corps Career Counselor, at 901-874-4624 or P4412q@persnet.navy.mil. Also, you can visit www.persnet.navy.mil/pers4412/mentoring/ementor_main.htm to view the Supply Corps e-Mentoring website.

For commercial phone numbers use: (901) 874-XXXX (DSN 882-XXXX) (301) 757-XXXX (DSN 757-XXXX)
 (703) 614-XXXX (DSN 224-XXXX) (202) 433-XXXX (DSN 288-XXXX)
 (703) 693-XXXX (DSN 223-XXXX) (703) 695-XXXX (DSN 225-XXXX)

Enlisted Assignment Division (PERS 40)

<u>Title</u>	<u>Code</u>	<u>DSN</u>
Director, Enlisted Assignments Division	p40@persnet.navy.mil	882-3548
Deputy Director, Enlisted Assignments Division	p40b@persnet.navy.mil	882-3543
Special Assistant to the Director, EAD	p40bb@persnet.navy.mil	882-3510
Metrics Officer	p40mm@persnet.navy.mil	882-4965
Admin Assistant to the Director, EAD	p40a@persnet.navy.mil	882-3546
Enlisted Detailing LCPO	p40g@persnet.navy.mil	882-3539
PCS Entitlements/OTEIP Manager	p40cc@persnet.navy.mil	882-3550
Early Return Coordinator/EFM Detailer Liaison	p40dd@persnet.navy.mil	882-3545
Command Master Chief Detailer/SEA Placement	p40ff@persnet.navy.mil	882-4560
CMC Detailer/SEA Placement Asst	p40ff1@persnet.navy.mil	882-4906
Master Chief Petty Officer Program Coordinator	p40g1@persnet.navy.mil	882-2361
Budget Analyst	p40t2@persnet.navy.mil	882-3549
Humanitarian Reassignments	p40hh@persnet.navy.mil	882-3542
Asst Humanitarian Reassignments	p40hh2@persnet.navy.mil	882-3551
Avails Manager/Waiver Tracking	p40a3@persnet.navy.mil	882-3553
Public Affairs		882-4860

Seabees/SPECWAR/SPECOPS/Diver (PERS 401)

<u>Title</u>	<u>DSN</u>
Branch Head	882-3569
Branch Master Chief	882-3571
Seabee Admin Assistant	882-3575
SEAL/EOD/Diver/SWCC Asst.	882-3622
RAO/All E8-E9s	882-3571
All E7s	882-3559
CE/UTE1-E6	882-3570
CE/UTE1-E6	882-3565
BU/EA/SWE1-E6	882-3556
BU/EA/SWE1-E6	882-3653
EO/CM/E1-E6	882-3567
EO/CME1-E6	882-3568
SEAL/EOD/DIVER/SWCCRAO	882-3560
Special Warfare	882-3563
EOD	882-3564
Fleet Diver	882-3561
In-service Recruiter	882-3574
SEAL HME1-E6	882-3572
Schools Coordinator	882-4261
Special Warfare PH	882-3557
SWCC	882-3573
Admin Head	
FAX Number	882-2716

Surface Assignment and Distribution (PERS 402)

<u>Title</u>	<u>DSN</u>
Enlisted Surface Assignments	882-3852
Senior Enlisted Advisor	882-4987
Head, Engineering Assignments	882-3602
RAO (IC/MR/HT/EN/DC)	882-3610
RAO (EM/MM/GS)	882-3593
Engineering LCPO	882-3613
Admin Supervisor	882-3609
Admin Support	882-3600
Admin Support	882-3590
Detailer Assistant	882-2327
Detailer Assistant	882-2326
EME7-E9	882-3591
EME6	882-3577
EME5	882-3580
EME1-E4	882-3592
MME8-E9	882-3607
MME7/SGPI	882-3603
MME6	882-3605
MME5	882-3589
MME1-E4 LANT	882-3578
MME1-E4 PAC	882-3579
MM AVAILS/"A" School	882-3544
GS/GSE/GSME7-E9	882-3614
GSE/GSME6	882-3599
GSE/GSM E5/Schools	882-3587
GSE/GSME1-E4	882-3612
ICE6-E8	882-3594
ICE5	882-3611
ICE1-E4	882-2847
MR/3ME6-E9	882-3582
MRE1-E5	882-3595
HT E6-E9	882-3576
HT E5/"C" School	882-3584
HT E1-E4/"A" School	882-3597
ENE7-E9	882-3613
ENE6	882-3598
EN E5/Schools	882-3586
ENE1-E4	882-3585
DCE7-E9	882-3601
DCE5-E6	882-3615
DCE1-E4	882-3588
Head, Admin, Deck, Supply Assignments	882-3711
Supply RAO	882-3731
402B Admin/Deck/Supply LCPO	882-3737
Admin Supervisor	882-3892
Admin Support	882-3710
Detailer Assistant	882-4758
Detailer Assistant	882-2228
Detailer Assistant	882-2346
Detailer Assistant	882-2345
YN E7-E9 (YN Lead)	882-3751
YNE6	882-4917

YNE5	882-3733
YN E1-E4 & “A” School	882-4847
PN E7-E9 (PN Lead)	882-4049
PNE5-E6	882-3753
PN E1-E4 & “A” School	882-3735
JO & RP	882-3752
Admin/Deck RAO	882-3737
PH/DM	882-3689
BM E7-E9 and Harbor Pilots (BM Lead)	882-3713
BME6	882-3739
BM (E1-E4) E5 LANT	882-3738
BM (E1-E4) E5 PAC	882-3740
MA E6-E9 (MA Lead)	882-3730
MAE6	882-3750
MAE5	882-2344
MA Conversions/”A” School	882-3730
MAE1-E4	882-4637
QME6-E9/SME7-E9 (QM/SM Lead)	882-3728
QME5/SME5-E6	882-3727
QM/SM E1-E4 & “A” School	882-2364
MS E7-E9 (MS Lead)	882-3741
MS E6 & “C” School	882-3714
MS E5 Sea	882-3716
MS E5 Shore	882-3742
MS E1-E4 Shore	882-3715
MS E1-E4 Sea & School	882-3717
SH E6-E9 (SH Lead)	882-3743
SH E5 & “C” School	882-3719
SH E1-E4 & “A” School	882-3744
SK E8-E9 (SK Lead)	882-3724
SKE7	882-3745
SK E6 Shore	882-3746
SK E6 Sea	882-3748
SK E5 Sea	882-3737
SK E5 Shore	882-3723
SK E1-E4 Sea & “A” School	882-3722
SK E1-E4 Shore	882-3721
PC/LI	882-3720
DK E6-E9	882-3749
DK E1-E5	882-3725
Head, Combat Systems Rating Assignments	882-3791
402C Combat Systems MCPO	882-3786
Rating Assignment Officer (ET/IT)	882-3769
ET Rating Lead E7-9 Detailer	882-3786
ET E1-6 Detailer (LANT)	882-3795
ET E1-6 Detailer (LANT)	882-3796
ET E1-6 Detailer (PAC)	882-3770
ET E1-6 Detailer (PAC)	882-3771
ET Schools Coordinator	882-3768
IT Rating Lead E7-9 Detailer (LANT)	882-3792
IT E5 Detailer (LANT)	882-3765
IT E5 Detailer (PAC)	882-3793
IT E7-9 Detailer (PAC)	882-2365
IT E6 Detailer (LANT)	882-3783
IT E4 Detailer (PAC)/Schools Coordinator	882-3784
IT E4 Detailer (LANT)	882-3785
IT E6 Detailer (PAC)	882-3736
Rating Assignment Officer (STG/MN/TM)	882-3772

STG Rating Lead E7-9 Detailer	882-3772
STG E1-6 Detailer (PAC)	882-3773
STG E1-6 Detailer (LANT)	882-3787
STG Schools Coordinator	882-3757
MN Rating Lead E1-9 Detailer/Schools	882-3760
TM Rating Lead E1-9 Detailer/Schools	882-3774
Rating Assignment Officer (FC/OS/GM)	882-3762
FC E5 Detailer (LANT)	882-3763
FC E5 Detailer (PAC)	882-3764
FC E1-4 Detailer/Schools Coordinator	882-3780
FC Rating Lead E6-9 Detailer	882-3848
GM Rating Lead E7-9 Detailer	882-3781
GME1-6 Detailer (PAC)	882-3782
GME1-6 Detailer (LANT)	882-3790
OS Rating Lead E7-9 Detailer	882-3788
OS E5 Detailer (PAC)	882-3211
OS E6 Detailer	882-3776
OS E1-4 Detailer	882-3759
OS E5 Detailer (LANT)	882-3789
OS Schools Coordinator	882-3758
Admin Supervisor	882-3090
Admin Support	882-3779
Admin Support (FLTRES)	882-3778
Admin Support (FC/GM/OS)	882-3065
Admin Support (ET/IT)	882-4237
Admin Support (STG/MN/TM)	882-3794
Head, Sea Special Programs	882-2337
Sea Special Programs LCPO	882-2305
LCAC/New Construction Detailer	882-3845
New Constuction Detailer	882-3846
New Constuction Detailer	882-4729
New Constuction Detailer	882-3847
New Constuction Detailer	882-3854
New Constuction Detailer	882-2306
New Constuction Detailer	882-3853
Decommissioning Coordinator	882-3857
Decommissioning Coordinator	882-3851
Women in Ships Coordinator	882-3850
Administrative Supervisor	882-3844
New Construction Assistant/Detailer	882-3856

Submarine/Nuclear Assignments (PERS 403)

<u>Title</u>	<u>DSN</u>
Branch Head	882-3636
Asst Branch Head	882-3626
PERS 403 MC, D/E Shop RAO, COB/CMC Detailer	882-3639
Admin Officer	882-3633
NUCON/OVHLS/DMP/DEACTS	882-4967
Admin Assistant	882-3635
CMD TEAM DETAILING	882-3650
CMD TEAM DETAILING	882-4617
Admin Assistant	882-2334
Admin Assistant	882-3618
C Shop Placement Officer/Fleet Manning Monitor	882-3623
C Shop RAO	882-4696

Submarine/CNO Special Projects	439-9433
C Shop Assistant Rating Assignment Officer	882-3644
Nuclear Submarine CPO	882-3627
Nuclear ET E1-E6 3353/63	882-3645
Nuclear EME1-E6 3354/64	882-3624
Nuclear MM/Welders E1-E6 3355/65	882-3628
Nuclear MM ELT E1-E6 3356/66	882-3630
Nuclear Surface CPO	882-3648
Nuclear EME1-E6 3384/94	882-3631
Nuclear ET E1-E6 3383/93	882-3651
Nuclear Instructor	882-3647
MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629
MM(Aux) E1-E5	882-3625
Budget Coordinator	882-3487
Nuclear MM E1-E6 3385/95	882-3632
Nuclear ELT E1-E6 3386/96	882-2357
D/E Shop Placement Officer/Fleet Manning Monitor	882-4933
MT	882-3649
D Shop ARAO/MM(Weps)	882-3642
FT	882-3621
STSE1-E5	882-3616
STSE6-E9	882-3646
E Shop ARAO, ET CPO Detailer	882-3641
ETE1-E64732/14NO/IC/QM/TG/SF/14NM+Pipeline, SSN	882-3619
ETE1-E623XX/14RM/ET/TM/HH/HB/14EM/CM+Pipe	882-3637
ETE1-E633XX/XM/XO/Nav/C A/14SM+Pipe, SSBN	882-3652
YN	882-3620
MS	882-3638
SK	882-3640
Pipeline Training Coord	882-3617
Nuc Power/Trg, Med Waiver, Sub Vol/DQ/Conv. Coord.	882-3634
	882-2638

Aviation (PERS 404)

<u>Title</u>	<u>E-mail</u>	<u>DSN</u>
Branch Head		
Rating Assignment Officer (Aircraft/Indep.)	p404@persnet.navy.mil	882-3691
Rating Assignment Officer (NAC/AM)	p404d@persnet.navy.mil	882-3685
Rating Assignment Officer (Avionics/Arm)	p404e@persnet.navy.mil	882-3707
Branch Master Chief	p404cr@persnet.navy.mil	882-3657
Admin Support	p404dh@persnet.navy.mil	882-3656
Admin Support	p404a3@persnet.navy.mil	882-3668
Admin Assistant	p404a2b@persnet.navy.mil	882-3692
AE E7-E8	p404a1@persnet.navy.mil	882-2246
AE E5-E6	p404ce@persnet.navy.mil	882-3662
AE E1-E4	p404ce1@persnet.navy.mil	882-3688
AO E6	p404ce2@persnet.navy.mil	882-3703
AO E5	p404cr1@persnet.navy.mil	882-3665
AO E1-E4/"A" school	p404cr2@persnet.navy.mil	882-4957
AT E7-E9	p404cr3@persnet.navy.mil	882-3704
AT E6	p404ct@persnet.navy.mil	882-3660
AT E5	p404ct1@persnet.navy.mil	882-3683
AT "A" & "C" school	p404ct2@persnet.navy.mil	882-3684
AT E1-E4	p404ct3@persnet.navy.mil	882-3659
AF/AV/8300	p404ct4@persnet.navy.mil	882-3701
	p404cf@persnet.navy.mil	882-3658

AB E7-E9	p404de@persnet.navy.mil	882-3686
AB E1-E6	p404de1@persnet.navy.mil	882-3708
AB E1-E6	p404de2@persnet.navy.mil	882-3702
AB E1-E6	p404de3@persnet.navy.mil	882-3687
ACE1-E9	p404df@persnet.navy.mil	882-3666
AD E7-E9	p404dg@persnet.navy.mil	882-3669
AD E6	p404dg2@persnet.navy.mil	882-3706
AD E5	p404dg3@persnet.navy.mil	882-3670
AD E1-E4 "A" school	p404dg4@persnet.navy.mil	882-3693
AG Assistant	p404dh1@persnet.navy.mil	882-3904
AG Assistant	p404dh1@persnet.navy.mil	882-3904
ASE6-E9	p404dj@persnet.navy.mil	882-3700
ASE1-E5	p404dj1@persnet.navy.mil	882-4904
AZ E6-E9	p404dk@persnet.navy.mil	882-3672
AZ E1-E5	p404dk1@persnet.navy.mil	882-3671
PRE5-E9	p404dm@persnet.navy.mil	882-3690
PR E1-E4 "A" school	p404dm1@persnet.navy.mil	882-3390
AW E7-E9	p404ec@persnet.navy.mil	882-3673
AW E1-E6	p404ec1@persnet.navy.mil	882-3694
AW AW/CEFID	p404ec2@persnet.navy.mil	882-3679
AT A/C	p404ed@persnet.navy.mil	882-3674
Utility A/C Design	p404ef@persnet.navy.mil	882-3675
Helos A/C & SAR	p404eg@persnet.navy.mil	882-3695
Flt Eng/RAPA	p404eh@persnet.navy.mil	882-3676
E7-E8	p404ej@persnet.navy.mil	882-3696
E6/NDI	p404ej1@persnet.navy.mil	882-3680
E5	p404ej2@persnet.navy.mil	882-3697
E1-E4	p404ej3@persnet.navy.mil	882-3699
E1-E4 "A" school	p404ej4@persnet.navy.mil	882-3677
E1-E7	p404ek@persnet.navy.mil	882-3678
New Cons	p404el@persnet.navy.mil	882-3698
New Cons	p404el1@persnet.navy.mil	882-2325

Medical/Dental (PERS 407)

<u>Title</u>	<u>DSN</u>
Branch Head	882-3808
Asst Branch Head	882-3816
Leading HM Detailer, HM E9 Sea & Shore	882-3806
Leading DT Detailer, DT E7-E9, 8707/8708	882-3815
DT E5-E6, DT 0000/8703/ 8707/8765/8783, HM 8445/8446/8483/8486	882-3805
DT E4 & Junior, DT 0000/8707/8752/8753	882-3807
HM E6-E8 Sea & Shore 0000/8404 (0000/8404 Section Leader)	882-3811
HM 8408/8466/8467/8482/8489/8541	882-3800
HM 8425 Detailer (NEC Section Leader)	882-3797
HM 8402/8403/8407/8416/8427/8432/8451/8452/ 8493/8494	882-3813
HM "C" Schools	882-3809
HM "A" Schools	882-3812
HM "C" Schools	882-3820
HM E4 & Junior Sea LANT	882-3812
HM E4 & Junior Sea PAC	882-3810
HM E5 Sea & Shore	882-3804
HM E4 & Junior Shore East	882-3798

HM E4 & Junior Shore West	882-2408
HM 8434/8454/8495/8496/8503/8505/8506	882-3814
HM 8401/8406/8409/8463/8472/8478/8479/8485, DT 8732	882-3802
Admin Support	882-3819
Admin Support	882-3799
Admin Support	882-3817
Admin Support	882-3801
Admin Chief	882-3803
Admin Support	882-3818
Fax	882-2645

CT/IS/EW (PERS 408)

<u>Title</u>	<u>DSN</u>
Branch Head	872-3821
Rating Assignment Officer	872-3841
Branch Master Chief	882-3826
CTA Detailer	882-3828
CTIE6-E9 Rating Lead	882-3835
CTIE1-E5	882-3830
CTME6-E9 Rating Lead	882-3826
CTME1-E5	882-3838
CTO E6-E9 Rating Lead	882-3836
CTOE1-E5	882-4693
CTR E6-E9 Rating Lead	882-3843
CTR E5-E6	882-3839
CTR E1-E4 & Schools	882-3823
CTT E6-E9 Rating Lead	882-3840
EW/CTT E5	882-3882
ISE1-E5	882-4462
IS E6-E9 Rating Lead	882-3833
EW E6-E9 Rating Lead	882-3825
EW/CTT E1-E4 & Schools	882-3834

Shore Special Programs (PERS 4010)

<u>Title</u>	<u>DSN</u>
BRANCHHEAD	882-3451
Rao Shore Special Programs	882-3864
Rao Shore Special Programs	882-3775
Career Recruiting Force Detailer	882-3868
Head "A" School Assignment	882-2373
Major Washington/Memphis Staff Detailer	882-3880
Flag Writer Placement	882-3732
Flag Mess Detailer	882-3871
Head Recruiting Detailer	882-2352
Pep/Maags/Mission/Nato/Joint Placement	882-3872
Physical Security	882-3863
EOA/NAVLEAD/CAAC	882-3862
RDC/MEPS/USS Constitution	882-3878
Enlisted To Officer Assessments	882-3874
Physical Security Detailer	882-3877
Brig/PHYSEC/NACU/Women Ashore	882-3869

E-4/e-5 recruiter detailer	882-3879
E-6 recruiter detailer	882-3861
Washington placement	882-3886
"A" school RAPO/conversions/GTEP detailer	882-3865
"A" school RAPO/conversions/ GTEPdetailer	882-3884
"A" school RAPO/conversions/ GTEP detailer	882-3866
"A" school RAPO/conversions/ GTEP detailer	882-2287
"A" school RAPO/conversions/ GTEP detailer	882-3875
"A" school RAPO/conversions/ GTEP detailer	882-3883
"A" school RAPO/conversions/ GTEP detailer	882-3873
RDC/MEPS/shore disestablishment	882-3855
Admin supervisor	882-3861
Admin assistant	882-3867
Admin assistant	882-2341
Admin assistant	882-2335
Admin assistant	882-2342

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the SurfOps ECM (n132d6):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@bupers.navy.mil

n132d6@bupers.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>Code</u>	<u>Title</u>	<u>DSN</u>
n132	Head, Enlisted Plans & Policy Branch	225-3936
n132d	Head, ECM	225-3935
n132d1	Aviation Mech ECM	225-3806
n132d1a	Asst Aviation Mech ECM	225-3780
n132d2	Avionics/Aircrew ECM	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	227-2418
n132d3	Surf Engineering Prop ECM	223-7234
n132d3a	Asst Surf Main Prop ECM	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	224-4827
n132d5	Surf Com System ECM	227-2502
n132d5a	Asst Surf Com System ECM	224-6503
n132d6	Surf Ops ECM	225-3875
n132d6a	Asst Surf Ops ECM	224-6855
n132d7	Spec War/EOD/Diver ECM	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	225-3914
n132d8	CT/Frgn Lang ECM	225-3380
n132d8a	CTA Tech Ad	225-3379
n132d8b	CTI Tech Ad	225-6363
n132d8c	CTM Tech Ad	225-3391
n132d8d	CTO Tech Ad	224-5512
n132d8e	CTR Tech Ad	225-3024
n132d8f	CTT Tech Ad	225-3320
n132d8g	EW Tech Ad	225-3051
n13f	Navy Foreign Language Program Manager	223-3965
n132d9	Sub Pers ECM	225-3887
n132d9a	Asst Sub Pers ECM	224-6851
n132d9b	Sub Pers ECM Tech Ad	223-6997
n132d10	Admin/Media ECM	224-6863
n132d10a	Asst Admin/Media ECM	227-2746
n132d11	TAR Aviation ECM	224-6646
n132d11a	TAR Programs Tech Ad	224-6864
n132d12	TAR Surface ECM	225-3905
n132d13	Medical/Dental ECM	225-3865
n132d13a	CMC 9590/HM/DT/DACP ECM	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	225-3871
n132d13c	Asst Medical/Dental ECM	224-6853

n132d14	Legal/Law Enforcement/CRF ECM	224-0805
n132d14a	Law Enforcement ECM	225-3384
n132d14b	Asst Law Enforcement ECM	225-8676
n132d14c	Asst Legal/NC/CRF ECM	224-5560
n132d15	Supply ECM	224-6850
n132d15a	Asst Supply ECM	224-6649
n132d15b	Supply Tech Adv	225-3933
n132d15c	Asst Supply Tech Adv	224-6251
n132d15d	Supply Tech Adv	225-3932
n132d15e	Supply Tech Adv	225-6435
n132d15f	Supply Tech Adv	223-0936
n132d16	Seabees ECM	225-3940
n132d16a	Asst Seabees ECM	224-6645
n132d17	Intelligence Specialist ECM	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	223-1226
n132d17b	Asst Intel Specialist Tech Ad	224-3917
n132d17c	Asst Intel Specialist Tech Ad	223-2839
n132d17d	Asst Intel Specialist Tech Ad	223-3345
n132d17e	Asst Intel Specialist Tech Ad	223-2823
n132d17f	Asst Intel Specialist Tech Ad	223-3345
n132e	Director Quota Management	225-6431
n132e1	Deputy Director Quota Management	224-2608
n132e3	"A" School Quota Mngmt	225-3953
n1312e4	CNRC Liaison	225-3756
n132e6	"C" School Quota Management	225-3957
n132e8	"C" School Quota Mngmt	225-6545
n133d	Nuclear Field ECM	225-4449
n133d1	Asst Nuclear ECM	223-0893
n133d2	Nuclear ECM QC Adv	225-3301
n133d3	SUBPAY Monitor	225-1276

EPMAC Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the SN Detailer (ep471h):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@epmac.nola.navy.mil

ep471h@epmac.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

<u>Code</u>	<u>Title</u>	<u>DSN</u>
ep40	Commanding Officer	678-1470
ep40a	Executive Officer	678-5744
epcmc	Command Master Chief	678-1524
ep41	Enlisted Surface Placement	678-1941
ep42	Enlisted Submarine Placement	678-1539
ep43	Enlisted Aviation Placement	678-0646
ep44	Specialized Placement	678-1623
ep45	Enlisted Shore Placement	678-6968
ep46	MCA Readiness	678-5409
ep47	Department Director	678-1432
ep47b	Budget/Program Manager	678-1128
ep47s	HP Guarantees	678-1433
ep471a	Lead Detailer	678-1435
ep471c	NROTC/USNA Detailer & Precom/Decom Detailer	678-1587
ep471d	Women at Sea Detailer	678-1784
ep471f	FN Detailer	
ep471g	AN Detailer	678-1570
ep471h	SN Detailer	678-5732

ep472	Immediate Avail Division Director	678-1588
ep472a	Immediate Avail Control Processor	678-6204
ep472b	SN/FN/AN Immed Avail Detailer	678-5267
ep472c	SN/FN/AN Immed Avail Detailer	678-1707
ep472d	SN/FN/AN Immed Avail Detailer	678-6772
ep48	Transient, Prisoner, Patient, and Holdee Department	678-5219
ep49	NEC Management	678-1347
TMU	Transient Monitoring Unit	678-1152

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL

TAR Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the YN Detailer (n414):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

nrpc-xxxx@nrpc.nola.navy.mil

nrpc-n414@nrpc.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>Code</u>	<u>Title</u>	<u>DSN</u>
N4	Director	678-5109
N41	CMC/MCPO/SCPO	678-6205
N410	AE/AD/Physical Security	678-5412
N411	AM/AME/AS/PR	678-1214
N412	AT/AO/AN	678-5488
N413	PN/NC/PreComm/Special Programs	678-6207
N414	YN	678-6208
N415	SK/AK/DK/MS	678-1599
N416	HM	678-1779
N417	AW/AC/AZ/Aircrew	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	678-6206
N419	BM/ET/IT/SN	678-6209
N42	Admin Supervisor	678-6210
N421	School Quotas/TAD Clerk	678-1216
		678-5502
N426	CANREC/CRF	678-4250
Fax		678-6211

Musician (PERS 64)

<u>PERS Code</u>	<u>Title</u>	<u>DSN</u>
p64	Division Director	882-4312
p64b	Deputy Division Director	882-4317
p64d	Detailer	882-4314
Fax		882-2614

Career Progression (PERS 81) Directory

E-mail address, replace xxxx with listed PERS Code:

xxxx@persnet.navy.mil

Example: to e-mail the Conversions Manager (p811e):

p811e@persnet.navy.mil

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(301) 757-XXXX (DSN 757-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS Code</u>	<u>Title</u>	<u>Commercial</u>
P81	Director	(901) 874-3255
P81b	Deputy Director	(901) 874-3260
P81c	Conversions LPO(Active)	(901) 874-4166
P811	Branch Head (Active)	(901) 874-2245
P811a	Enlisted Selection Board Support	(901) 874-4615
P811a1	Enlisted Advancement Eligibility	(901) 874-3224
P811b	Assistant Branch Head, Conditional Reenl/Extn	(901) 874-2499
P811b1	Conversions Manager	(901) 874-3205
P811e2	Conversions Case Worker	(901) 874-3361
P811e3	Conditional Reenlistment/Extensions	(901) 874-3238
P811e5	Advancement Eligibility Case worker	(901) 874-3256
P811e6	Conversions Case Worker	(901) 874-4743
P811e7	Reenlistment/Extension/BCNR Case Worker	(901) 874-3147
P811ft	SRB Case Worker	(901) 874-3217
P811f2	SRB/STAR/ADV SRB Case Worker	(901) 874-4993
P811f4	SDAP/OTT Case Worker	(901) 874-3216
P811f5	SRB-LSRB/EB/SDAP/STAR/OTT Manager	(901) 874-3215
P812	Branch Head (Reserves)	(901) 874-4540
P812a	Assistant Branch Head	(901) 874-4500
P812a1	Reserve Advancement Determinations/Waivers/QA	(901) 874-4457
P812a2	Reserve Conversions Case Worker	(901) 874-4542
P812a3	General Assignment Recall	(901) 874-3196
P812a4	Reserve Conversions	(901) 874-4541
Fax:		(901) 874-2771

Surface Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

xxxx@persnet.navy.mil

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

p412A@persnet.navy.mil

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(301) 757-XXXX (DSN 757-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS Code</u>	<u>Title</u>	<u>DSN</u>
PERS-41 Toll Free Number		1-877-673-6772
		882-6772
p41	Director/CAPT Assignments	882-3927
p41B	Deputy Director	882-3927
p41A	Assistant, CAPT Assignments	882-3927
p41N/424	Assistant, Nuclear Assignments	882-3940
p41M	Community Management Analyst	882-4939
p41M1	Assistant, Community Management Analyst	882-4939
p410	Head, CDR/LCDR Assignments	882-3900

p410A	Assistant, CDR Assignments	882-3900
p410B	Assistant, CDR Assignments	882-3900
p411	Head, Post DH Assignments	882-3888
p411A	Post DH Assignments (A-K)	882-3888
p411B	Post DH Assignments (L-Z)	882-3888
p412	Head, Junior Officer Assignments	882-3894
p412M	Department Head Assignments	882-3894
p412A	Junior Officer Shore Coordinator	882-3894
p412S	Junior Officer Sea Coordinator	882-3894
p412N	Surface Nuclear Assignments	882-3984
p412C	Division Officer Assignments (A-D)	882-3894
p412H	Division Officer Assignments (E-J)	882-3894
p412K	Division Officer Assignments (K-N)	882-3894
p412J	Division Officer Assignments (O-S)	882-3894
p412F	Division Officer Assignments (T-Z)	882-3894
p413	Head, Surface Ship Placement Branch Head	882-3897
p413A	LANT CRUDES Ships and Staffs	882-3917
p413B	PAC CRUDES Ships and Staffs	882-3901
p413E	CLF/PC/USNS/Tmg/MW	882-3921
p413F	Amphibious Ships and Staffs	882-3923
p414	Head, Surface LDO/CWO Assignments	882-3885
p414B	Deck/Ops/Ord/Sec	882-3906
p414C	Engineering/Repair	882-3887
p414D	Elex/Communications/ADP	882-3907
p414A	Admin and Bandmasters	882-2329
p415	Head, Special Warfare Assignments/Placement	882-3924
p416	Head, Special Operations Assignments/Placement	882-3911

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS Code</u>	<u>Title</u>	<u>DSN</u>
p42	Director/CAPT Assignment	882-3930
p42B	Deputy Director/CO Detailer	882-3929
p421	Head, Submarine/Nuclear Power Assignment	882-3944
p421A	Post Department Head Shore Detailer	882-3931
p421B	Department Head Detailer	882-3932
p421C	Junior Officer Shore Detailer	882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator	882-3933
p421E	Accessions/Resignations	882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment	882-3935
p422A	LDO/CWO Detailer	882-3945
p423	Staff Placement	882-3937
p424/41N	Head, Surface Nuclear Power Distribution	882-3940
p424B	Assistant, Surface Nuclear Power Distribution	225-4192

Aviation Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p432C@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Title</u>	<u>DSN</u>
	Aviation CAPT Assignment Branch	882-3974
	Aviation CDR Assignment Branch	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	882-3947
	Air Combat Placement Branch	882-3987
p43	Director/CAPT Assignment (Incoming)	882-3974
p43A	Assistant CAPT Assignment	882-3976
p43AX	Assistant CAPT Assignment	882-3955
p43B	Deputy Director	882-2288
p43B1A	Administrative YN	882-3978
p43B2	Administrative YN	882-3956
p43C	Director's Assistant	882-3958
p43M	PCS/TEMDUINS Finance Manager	882-3484
p43I	Head, CDR Detailer	882-3957
p431A	CDR Detailer	882-3963
p431B	CDR Detailer	882-3972
p431C	CDR Shop Order Writer	882-3975
p432	Head, LCDR/JO Assignments	882-3973
p432C	Shore Coordinator	882-3959
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
p432E	VAW/VRC/Warfare Transition	882-3965
p432F	VFA	882-3966
p432G	VF	882-3986
p432H	Helicopter Sea Assignment	882-3950
p432I	VP Shore Assignment	882-3951
p432K	VAM/VAQ	882-3967
p432L	Head, Aviation LDO/CQO Assignment	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	882-3947
p432P	VP Sea Assignment	882-3952
p432Q	Helicopter Shore Assignment	882-3970
p432R	Sea Coordinator	882-3959
p432S	VS/Force Support	882-3953
p432T	General Aviation & ACCP/ACIP Program Manager	882-3954
p432U	VQ Assignment	882-3985
p432V	Assistant, LDO/CWO Assignment	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	882-4944
p433A	VFA/VX-9/LSO School	882-3959
p433B	VF/CVW West	882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East	882-3960
p433D	VP/VX-1/PEP/TSC	882-3989
p433E	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	882-3984
p433F	VAQ/NSAWC	882-3961
p433G	CV/CVN	882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC	882-3980
p433I	HS/HSL (Incoming)	882-3982
p433J	HC/HM/TYCOM/FASO/TACRON	882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement	882-3988
p433R	Assistant, Prospective Flight Students	882-3983
p433U	VQ/VT Maritime Placement	882-3949

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the PERS-44 Director (p44):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p44@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

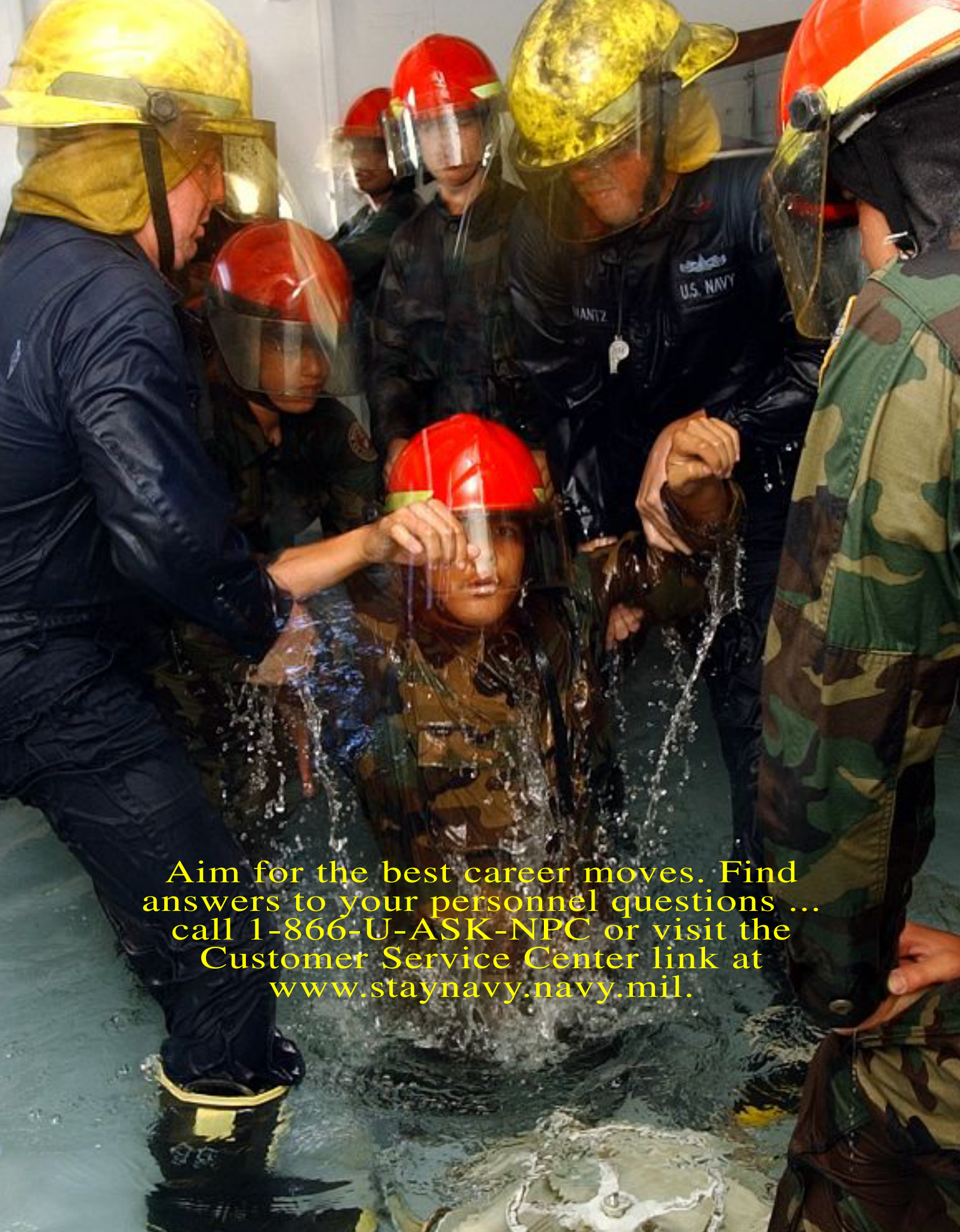
(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS Code</u>	<u>Title</u>	<u>DSN</u>
p44	RI/Staff Corps Off Distr/Spec Div Fax No.	882-2676
p44	Director, RI/ Stf Off Dist & Spec Plcmt Div	882-4070
p44A	Flag Aide Placement	882-4071
p44B	Deputy Dir, RI/Stf Off Dist & Spec Plcmt Div	882-4072
p44C	Special Assistant	882-4047
p44M	Head, Reserve Mobilization Placement	882-4774
p44M1	Reserve Mobilization Placement	882-4772
p44M2	Reserve Mobilization Placement	882-4796
p44M5	Reserve Mobilization Placement	882-2446
p44M3	Reserve Mobilization Placement	882-4781
p44M9	Head, Noble Eagle Sailor Advocacy Team	882-4580
p44M4	Noble Eagle Sailor Advocacy Team	882-2897
p44M10	Noble Eagle Sailor Advocacy Team	882-4574
p44M11	Noble Eagle Sailor Advocacy Team	882-2878
p4IA	Head, Joint TAD Contingency Assignments	882-2300
p4IA1	Joint TAD Contingency Assignments	882-4216
p4IA2	Joint TAD Contingency Assignments	882-3889
p4IA3	Joint TAD Contingency Assignments	882-4188
p44S1	Flag Aide Assistant	882-4055
p44S	Administrative Assistant	882-4490
p440	Prof Dev Educ/Subspecialty Branch Fax No.	882-2676
p440	Head, Shore & Education Placement Br	882-4040
P440B	Grad Education Placement	882-4056
p440C	Service College & Fellowship Placement	882-4100
p440E	Subspecialty Assistant	882-4054
p440F	Shore Station, USNA Placement	882-3939
p441	Washington Placement Branch Fax No.	882-2676
p441	Head, Washington Placement Branch	882-4104
p441A	Assistant Washington Placement (JCS/BUPERS)	882-4074
p441B	Assistant Washington Placement(OSD)	882-4105
p441S	MILPERS Staff Technician	882-4075
p442	Maj Staff/Maag Mission/Milgrp Branch Fax No.	882-2676
p442	Head, Major Staff Placement Branch	882-4123
p442B	Assistant Head, NATO/CNE/# FLEETS/PACIFIC RIM	882-4066
p442C	Assistant Head, PEP/MAAG/MILGRP/FAO	882-4065
p442E	MILPERS Staffing Technician	882-4069
p444	Education & Training DISA/TelCom Placement	882-4040
p444C	Shore/RTC Placement	882-4058
p444D	Military Staff Technician	882-4060
p444E	Surface Material Placement	882-4101
p444F	Aviation Acquisition Placement	882-4061
p445	Head, Engineering Duty Officer Placement Branch	882-4090
p445B	Assistant EDO Detailer	882-3994
p445D	New Accessions EDO Detailer	882-3085
p445F	MILPERS Staff Technician	882-3294
p446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.	882-2676
p446	Head, AEDO/AMDO Placement (PAX RIVER)	757-8483
p446B	Assistant Head for AED	882-4106
p446B1	MILPERS Technician	882-4108
p446C	Assistant Head for AMD	882-4107

p447	Prof Acquisition Workforce Mgmt Br Fax No.	882-2676
p447	Head, Prof Acquisition Work Mgmt Branch	882-3837
p448	Public Affairs Assignment/Placement Branch Fax No.	882-2676
p448	Head, Public Affairs Assign/Place	882-4091
p448B	Assist Head, Public Affairs	882-4025
p448A	MILPERS Mgmt Specialist	882-4023
p449	Head, Oceanography Assign/Placement Branch	882-4109
p449B	Assistant Head Oceanography	882-4110
p4410	Cryptology Assignment/Placement Br Fax No.	882-2739
p4410	Head, SR Officer Assignment/Placement Branch	882-4079
p4410A	MILPERS Staff TECH/SSO	882-4080
p4410A1	Administrative Assistant	882-4079
p4410B	Junior Officer Assign/Placement	882-4079
p4410C	New Accession/LDO/CWO Assignment	882-4079
p4411	Intel Assignment/Placement Br Fax No.	882-2744
p4411	Head, Intel Assign/Placement Br	882-3993
p4411A	Assistant Head, Lt & Below Det	882-3993
p4411B	Intel Placement/Accessions	882-3993
p4411C	Attache' Placement/Tar Intel Detailer	882-3993
p4411S	Milpers Staff Technician	882-3993
p4411Y	Administrative Assistant	882-3993
p4412	Supply Assignment/Placement Br Fax No.	882-2684
p4412	Director, Detailing Division	882-4607
p4412A	LDO/CWO Detailer	882-4613
p4412B	Head, Shore Detailer Branch	882-4601
p4412C	Head/Sea/Overseas Detailer Branch	882-4614
p4412E	Director, Reserve Division	882-4619
p4412ES	Management Anaylst	882-4622
p4412F	LT/LTJG Sea-overseas Detailer	882-4627
p4412G	ENS/LTJG Sea-overseas Detailer	882-4616
p4412I	LT/LTJG Shore Detailer	882-4612
p4412J	Special Assistant To The Director	882-4608
p4412M	Admin Officer/NPC	882-4618
p4412O	Director, Supply Corps Personnel	882-4600
p4412Q	Head, Career Development & Training	882-4624
p4412QA	Planning Analyst	882-4629
p4412QB	Rating Assignments Officer	882-4604
p4412R	Special Assistant	882-4609
p4412RL	Management Analyst	882-4602
p4412S1	Secretary	882-4611
p4412V	Head, SELRES Community Manager Branch	882-4621
p4412W	Head, TAR Community Manager Branch	882-4620
p4412X	Head, NAVSUP/DLA Placement Branch	882-4616
p4412XA	NPC Liaison/Admin Off/Webmaster	882-2936
p4412XC	Management Analyst	882-4610
p4412Y	Administrative/Placement Assistant	882-4625
p4412YA	Assistant Admin Officer	
N131S	Director, Officer Plans Division	882-4623
p211S1	VAHD, Manpower Pln/Rqmmts Branch	882-4273
p4412T/p211S3	Manpower Reqmnts/Projects Officer	882-2914
p4413	CEC Assignment/Placement Branch Fax No.	882-2681
p4413	Head, CEC Assignment/Placement Branch	882-3997
p4413A	ASST/CEC Assignment (LCDR)	882-4030
p4413B	BILLETS/NAVFAC Placement	882-3998
p4413C	CEC Assignment (LTJG/ENS)	882-4033
p4413D	CEC Plans and Inputs	882-4034
p4413E	CEC Assignment (LT/CWO)	882-4035
p4413F	Assistant Accessions Officer	882-4036
p4413R	CEC Reserve Program	882-4036
p4413S	CEC Management Analyst	882-4031
p4413S1	Milpers Staffing Technician	882-4032
p4414	Chaplain Assignment/Placement Br Fax No.	882-2755
p4414	Head, Chaplain Assign/Placement Br	882-4092

p4414A	Assist Head, Chaplain Assignment/Placement	882-3995
p4414S	Chaplain Order Writer	882-3996
p4415	Medical Assignment/Placement Branch Fax No.	882-2680/82
p4415	Head, Medical Assign/Placement Branch	882-4096
p4415A	Assist Branch Head	882-4053
p4415B3	Administrative Support StafF	882-4097
p4415A2	LCPO/Administrative Support	882-4893
p4415B	Head, Medical Placement, West Coast	882-4464
p4415C	HO/HSL/CRUITCOM Placement	882-4112
p4415D	Overseas Ops And Usmc	882-4464
p4415E	Medical Staff Corps Training	882-4114
p4415F	Medical Placement, East Coast	882-4114
p4415G	Head, Dental Corps Assignment	882-4044
p4415H	Dental Corps Assignment	882-4043
p4415H2	DC Order Writer/Administration	882-4118
p4415I	HEAD, MSC/HCA Assignment	882-4120
p4415IA	MSC/HCA JO Assignment	882-4050
p4415J	HEAD, MSC/HCS Assignment	882-3756
p4415J1	MSC/HCA OP SCI Assignment	882-4115
p4415g2	HCA/MSC Orderwriter/Administration	882-4052
p4415J2	MSC Assignment Officer	882-4051
p4415K	Head, Nurse Corps Assignment	882-4038
p4415KB1	NC Orderwriter/Administration	882-4116
p4415m2a	NC Orderwriter/Administration	882-4562
p4415L	NC West Coast Assign	882-4042
p4415M	Head, MC Surg Spec Assignment	882-4094
p4415MA	MC Administrative Assistant	882-4121
p4415M2	MILPERS Staff Technician	882-4052
p4415N	Non-surgical Spec Mc Assignment	882-4046
p4415P	GME Assignment	882-4048
p4415R	Ops Medicine	882-4045
p4415S	NC East Coast Assignment	882-4041
p4415T	Medical Placement, West Coast	882-4464
p4415U	GMO Assignment	882-4037
p4415UA	MC Orderwriter/Administration	882-4841
p4415VA1	MC Orderwriter/Administration	882-4119
p4415V	LCDR & NC Assign	882-4039
p4416	Head, JAG Corps Assign/Placement Branch	882-4081
p4416A	JAG Administrative Assistant	882-4938
p4416B	JAG LCDR Assignment/Placement	882-4082
p4416C	JAG LT/LTJG/LDO Assignment	882-4083
p4416E	JAG Accessions/Recruiting	882-4084
p4416G	JAG Administrative Assistant	882-4086
p4416I	JAG Accessions/Recruiting Assistant	882-4087
p4417	TAR Officer Distribution Branch Fax.	882-2755
p4417	Head, TAR Officer Distribution Branch	882-4102
p4417B	Surface TAR Distribution	882-4103
p4417C	Aviation TAR Placement	882-4146
p4417D	Surface TAR Placement	882-4158
p4417F	ADMIN Supervisor	882-4063
p4417G	AMD Assistant Head	882-4076
p4417H	Administrative Assistant	882-4064
p4417I	FSO TAR DIST/OCM/TAR Officer Recruiter	882-4117
p4417J	Administrative Assistant	882-4062
p4419	Head, Fleet Support Branch	882-4054
p4420	Head, Information Professional Branch	882-3512
p4420CM	Information Professional Community Manager	882-3512
p4420A	Junior Officer, Info Professional Assignment	882-3512
p4420S	Information Professional Admin Assistant	882-3512
p4420P	NNSOC/NCTAMS/NCTS Placement	882-3512
p4421	Head, Human Resources Assignment BR	882-4054
p4421A	Junior Human Resources Detailer	882-4054
p4421B	Human Resources Assistant	882-4054



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